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SHORT CUTS

Wrong direction for labor law reforms

WASHINGTON, D.C. (PAI) – Call this a right-wing “wish list” of changes, but Senate Labor Committee Chairman Bill Cassidy, (R-La.) unveiled a GOP package of labor law “reforms” that’s a corporate lobbyist’s dream – and the opposite of labor’s Protect the Right to Organize (PRO) Act.

The batch of measures Cassidy stitched together in November omits the one bill with bipartisan backing, the Faster Labor Contracts Act, to mandate arbitration when workers and bosses can’t reach first contracts within a set time.

What did make it into Cassidy’s package of labor law “reforms” pleased anti-worker ideologues:

- No card check recognition. And unions would win secret-ballot elections by majority votes only when at least two-thirds (not 50 percent) of the eligible voters cast ballots.

- Make it easier for dissident workers to decertify unions. Right now, after the union wins an election and bargaining – after management delays and appeals – actually starts, union foes have to wait a year before they can file “decert” petitions.

- Mandate the National Labor Relations Board follow court precedents – and only court precedents – in ruling on cases. That effectively neutralizes the board’s power to set rules for relations between workers and bosses.

- Cassidy set no dates for work on his labor law package, but crowed that its passage would advance GOP President Donald Trump’s “pro-worker agenda,” a statement that would produce derisive laughter in union halls.

Trump still opposes minimum wage hike

WASHINGTON, D.C. – President Donald Trump on Nov. 17 advised a conference of McDonald’s franchise owners and operators that “you’re going to have to fight” increases in the federal minimum wage.

The federal minimum wage has been stuck at \$7.25 hourly since 2009. Corporate opposition, especially from the fast food and restaurant industries, has stymied attempts to increase it.

The president made his comments as part of his ongoing political war with California Gov. Gavin Newsom, who he said is “laying siege” to the state’s minimum wage by raising it to \$20 per hour. Trump told McDonald’s franchisees that they would have to lobby lawmakers in other states to block additional minimum wage increases.

The \$7.25 per hour minimum wage seems ridiculously low in today’s economy, and it is – but it is the wage rate in 16 states. The other 34 states, including Michigan (hourly minimum wage = \$12.48) have adopted statewide laws to pay beyond the federal minimum.

“The minimum wage thing, you’ll have to be talking about, you’re going to have to fight,” Trump said, adding that it is a “very complex subject” and said McDonald’s franchisees should “let your local congressman, your senators know about it.”

Quotable

“Thanksgiving is recognition of a debt that cannot be paid. We express thanks, whether or not we are able otherwise to reimburse the giver.”

–Rev. Billy Graham (1918-2018)



AT LANSING’S NEW CITY HALL project, earlier this month electricians on the ground floor were in their “landscaping mode,” moving around the sandy soil to cover the conduit they installed. At work here doing some backfilling is Gavin Grinstern of IBEW Local 665. He’s employed by Centennial Electric.

Modern, user-friendly city hall rises in Lansing

By Marty Mulcahy
Editor

LANSING – The structural iron was completed at the city’s new, long-awaited city hall last month, and now the rest of the structure is taking shape.

Managing the project is Clark Construction, which is leading the team of subcontractors and building trades union workers at the site of the 65,000 square-foot building. Work began in April at Lenawee and Grand on the southeastern edge of the city’s downtown.

Clark Senior Project Manager Chris Martin said the project “is moving along very well,” and will result in “a modern building with modern conveniences” – compared to the existing, aging, leaky and inefficient city hall building that was constructed in 1958 and sits across the street from the state Capitol Building.

The city has been looking to modernize or move out of the existing city hall for three decades, but the funds have never been available. That changed in 2023 when the Boji Group LLC, the de-

velopment manager for the new city hall project, successfully lobbied the state Legislature for the \$40 million for construction of the building.

Lansing Mayor Andy Schor said the new city hall will be much more than a collection of city offices. “It’s going to be an incredible one-stop shop for residents and others doing business with the city,” he said. “In addition to having our city departments here, this new facility is a major part of our plans

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GOING UP AT THE CORNER of Lenawee Street and Grand Avenue in Lansing is what will be a modern, long-awaited city hall. Construction of the 65,000 square-foot building is being managed by Clark Construction.

Construction industry steady, but ‘uncertainty’ is hovering

The construction data that has been trickling in after the government shutdown ended shows an industry that’s holding fairly steady.

“After several months of record-breaking levels, planning momentum slowed in October,” said Sarah Martin, associate director of forecasting at Dodge Construction Network, on Nov. 7. “Activity remains solid across the board, especially for data centers and hospitals. However, recent growth should not solely be attributed to gains in real activity.”

Martin made her comments in conjunction with the monthly release of the Dodge Momentum Index, which tracks anticipated building activity in the country. The overall DMI decreased 7.1 percent in

(Continued on Page 2)

More money moves needle on MI road quality

By Marty Mulcahy
Editor

LANSING – Michigan’s road conditions improved for the fourth straight two-year period in 2024, according to a report released this month at a state Transportation Committee meeting.

Given Michigan’s perennial bottom-10 ranking among the states in comparing road and bridge conditions, the four

straight years of improvements may come as a surprise. But indeed, Michigan roads that were ranked in “good” condition were up 2 percent from 2022 to 2024.

“Among our most encouraging findings this year are the results of the 2024 Pavement Condition Data collection efforts, which show a measurable improvement in the overall condition of our road network,” said Ryan Buck, chairman of the Transportation



Asset Management Council, which issues the reports. “This progress reflects the dedication of road-owning agencies statewide and underscores the power of data-driven decision-making in delivering tangible results for Michigan roads.”

Can cracked concrete heal itself?

MSU researchers set new pavement slabs to test bendability, self-repair

By Marty Mulcahy
Editor

EAST LANSING – Join the chorus, pothole-dodging Michigan motorists: “Let’s hope this works!”

We refer to the next step conducted by Michigan State University researchers in their attempt to create a concrete mix that does what concrete has never been able to consistently do on America’s roads: bend, but not break, and then heal its own cracks.

Maybe the right mix is in the

works, in Michigan or elsewhere. An Oct. 10 event took place on the MSU campus to mark the installation of four slabs of what researchers call a test for “self-heating and self-healing bendable concrete.”

They placed four slabs, each using a different mixture, to determine which version of the proprietary concrete formula will perform the best. The event was timed to launch the pilot test prior to the entry of Old Man Winter.

“Every journey, no matter

how long, must begin with small steps, and it’s no small thing to advance the state of the art in pavement materials engineering when it comes to Michigan’s notoriously punishing climate – especially with ever-escalating costs of repairs and materials,” said MSU President Kevin M. Guskiewicz. “Today, we showcase our College of Engineering’s research excellence and MSU’s impact in our own backyard and beyond.”

The new concrete installation is located along Engineering Research Court outside the

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Nearly everyone, it seems, likes unions. Can labor capitalize?

By Aurelia Glass
Center for American Progress

At a time when Americans cannot agree on many things, unions have achieved popularity across nearly every age group regardless of partisan affiliation or education.

For several years, public support for labor unions has reached heights not seen since the 1960s, and even though Americans are polarized toward other American institutions, unions maintain strong public support across all age groups and across educational and partisan lines.

New Center for American Progress analysis of American National Election Studies (ANES) data on eligible voters in 2024 shows:

- Every generation expresses positive overall feelings toward unions, with younger generations supporting unions the most.

- On average, self-identified Republicans and Democrats of all but one generation express approval of unions, with only Republican Baby Boomers (born 1946-1964) expressing slightly less than neutral approval.

- Across generations, the working class has similarly strong support for unions, and unions have especially high support among the college-educated members of younger generations. Echoing the results of a similar CAP analysis using 2020 data, these findings suggest that the broad-based support unions won over the past several years has

Viewpoint

remained durable. Unions boost wages and empower workers to achieve meaningful improvements in their working conditions

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U.S. labor union support is wide – and durable

- Every year since 2020, the annual Gallup survey has found American support for labor unions in the 67-71 percent range, a consistent level not seen since the late 1950s and early 1960s.

- The self-explanatory “Faster Labor Contracts Act,” surprisingly, has early bipartisan support in a Congress that is completely controlled by Republicans. The legislation would prevent employers who are targets of union organizers from dragging their feet on approving union contracts.

- Young workers at companies like Starbucks, Apple and Amazon have for several years been making attempts at securing union contracts (with tremendous employer pushback).

- Now comes new survey results which show support for unions to be prevalent among young and old, white- and blue-collar, Democrat and Republican.

- Any goodwill toward unions is not shared by union-buster-in-chief President Trump, who eliminated union coverage for 1 million federal workers.



PLUMBERS STRIKING Moore Mechanical hold an informational picket last week on a project in Muskegon that has hired Moore.

Photo credit: Johnny Ortiz

Moore Mechanical plumbers seek contract via Local 174

By Marty Mulcahy
Editor

GRAND RAPIDS – Moore Mechanical is refusing to collectively bargain with its workforce of plumbers at its location here, and has been the ongoing target

of union and worker pickets organized by West Michigan Plumbers, Pipe Fitters and Service Trades Local 174.

Local 174 demanded that Moore recognize the union as the exclusive bargaining representative in its Grand Rapids facility for its plumbers and plumbers apprentices, after a majority of those workers signed authorization cards designating the union as their representative.

The company has declined to do so, and the workers and union reps are waiting to hear when the case will be placed into the adjudication docket before the local National Labor Relations Board office.

In what has become a daily ritual, Local 174 Organizer Johnny Ortiz and a number of other

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WELL, THIS LOOKS promising: concrete is tested at Michigan State University, giving engineers an idea of what mix offers the best bendable qualities.

Photo credit: Michigan State University

Viewpoints

We have people. We need jobs...

We often hear that construction is facing a “skilled-labor shortage.” Developers and end users say they simply can’t find enough qualified workers to meet demand.

But here in the Mid-Atlantic we see a very different reality. There’s no shortage of skilled ironworkers. There’s a shortage of steady, high-quality jobs. At Iron Workers Local 5, which represents workers across Washington, D.C., Maryland and Virginia, we have a deep bench of highly trained professionals ready to go to work today. Our apprenticeship program processes applicants every month, and many end up on a waitlist because we already have a ready workforce capable of manning any large project.

Last year alone, roughly 290 individuals sought to join our trade. More than half were qualified and ready to start immediately. Yet most will wait an average of 11 months for an opportunity.

On the second Monday of each month, we process around 24 applicants – many with prior construction experience, certifications and a strong desire to build long-term careers as ironworkers. We also receive about 100 additional applications each year through word of mouth alone, without any formal marketing.

Nationwide, the Iron Workers unions operate more than 130 registered apprenticeship programs, training over 20,000 apprentices through paid, hands-on instruction. Each program typically has hundreds of applicants from diverse backgrounds seeking good wages, benefits and a stable future. On top of that, we maintain a reservoir of highly trained journey workers prepared to go to work at any time.

That level of interest isn’t evidence of a shortage – it’s proof of a willing, skilled workforce ready to build America’s infrastructure. These are hardworking men and women prepared to answer the call, yet too often they’re left waiting because the pipeline of jobs isn’t steady enough. The labor is plentiful; the opportunities are not.

Workers are there to be found.

In more than three decades in this trade, I’ve seen the “labor shortage” narrative resurface whenever it becomes convenient to justify bringing in low-wage labor, cutting corners on safety or overlooking the skilled workers who already stand ready to perform this work.

In nearly three years, our organizers have not once had to delay a project for lack of qualified ironworkers. Whether commercial development, bridge rehabilitation or infrastructure expansion, we consistently provide trained, safety-focused professionals. And this is not unique to our region – it’s true nationwide.

Unionized construction has built a sustainable, proven pipeline for developing talent. Our registered apprenticeship programs ensure workers receive rigorous training in safety, rigging, welding and structural assembly. Apprentices earn while they learn, avoid student debt and secure nationally recognized credentials that support lifelong careers.

Strong wages and benefits don’t just attract new workers – they retain experienced ones. When people know they can earn a family-supporting wage, access quality healthcare and retire with dignity, they stay. That stability is what keeps projects running efficiently and safely.

So instead of asking, “Where are the workers?” we should be asking how to better connect ready tradespeople with year-round projects. Public and private construction investment can put hundreds of skilled ironworkers to work tomorrow.

When developers and general contractors partner with union contractors, they access a reliable, fully trained workforce – ready to mobilize without delay. We don’t need to reinvent the system or look elsewhere. The workforce is already here.

The talent, training and capacity exist. The jobs must follow. There’s no shortage of skilled labor; there’s a shortage of projects.

Gary R. Armstrong Jr.
Business Manager, Iron Workers Local 5, Maryland
From *Construction Dive*

...But this isn’t helping

Over the past two full calendar years we have experienced record-setting hours worked by our membership. Heading into 2025, the future of available work was extremely optimistic. Projects in the energy, auto, chips and battery industries projected to carry us into another record year – even decade.

The \$1.2 trillion Infrastructure Investment and Jobs Act, signed into law under President Joe Biden’s administration, laid the groundwork for an even more prosperous future ahead. Additionally, Biden’s clean energy tax credits, primarily established through the Inflation Reduction Act (IRA), were projected to create a significant number of jobs in the clean energy sector – an estimated 1.5 million additional jobs over the next decade.

Biden’s Executive Order 14063, titled *Use of Project Labor Agreements for Federal Construction Projects*, mandated project labor agreements (PLAs) on federal construction projects worth more than \$35 million. This would ensure jobs are completed on time and on budget, using union labor. All of the above was progress made under the Biden Administration represented a decade of long-term job opportunities, excellent contract settlements, stronger pension and health and welfare funds, and of course a stronger union.

Now as we near the end of 2025, the future does not look so promising. There is a strong feeling of uncertainty in the construction industry. The Trump Administration obviously isn’t too concerned about the well-being of America’s building trades members, based on his actions in the first six months of his term. Instead of long-term job growth, we are now facing a potential backslide.

The Department of Energy, for example, recently terminated 24 awards – more than \$3 billion worth of energy projects representing work for our members. Additionally, he signed legislation that ends the IRA’s federal electric vehicle (EV) tax credits after Sept. 30, 2025. These tax credits spurred significant investment in EV and battery manufacturing plants across the U.S., which created enormous hours for our membership over the past few years.

The expansion has now come to a standstill, which means additional job losses. Numerous federally funded projects for high-speed rail, chip plants, and energy projects have been defunded since Trump took office, amounting to billions of dollars in investment and millions of man-hours lost.

Not only has the administration terminated building trades opportunities, but it has launched a full-on attack on our brothers and sisters working for the federal government. Despite its claims to put “American workers first,” the Trump Administration has attempted to end collective bargaining for four out of five federal workers represented by unions at more than a dozen federal agencies.

According to a Center for American Progress analysis of federal employment data, more than 1 million American government workers have lost their right to collectively bargain due to a broad executive order issued in March. Fortunately the labor movement will not sit still regarding this union-busting tactic. Multiple lawsuits have been filed against the order to ensure that every worker has the fundamental right to be represented by their respective union.

The list of attacks on the American labor movement continues and will continue until we wake up and realize that attacks on unions are attacks on the middle class. “Making America great again” starts with a strong labor movement, which creates a strong middle class – not by catering to billionaires looking to pad their own pockets.

The current administration wants all of us to believe that they have your best interests at heart. If they did, why would they take away great job opportunities? Your ability to earn a living? Why would they end collective bargaining for millions of workers? Think about this the next time you vote. Your future and everything we have gained over the last hundred years will be at stake.

James Hadel, General President
International Union of Roofers and Waterproofers
Washington, D.C.



SUPPLY AIR DUCTS at the new Lansing City Hall project are handled by Bruce Westen and Kirk Densmore of Sheet Metal Workers Local 7. They’re employed by Dee Cramer.

Modern, user-friendly city hall rises in Lansing

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to reinvigorate the southern part of our downtown, in addition to new housing, the city’s upcoming live performance venue, and a new public transportation service center all within a block of the new city hall.”

Schor also said the new construction downtown sends an important message about Lansing’s future. “Cranes in the air are visible signs of the growth and vibrancy of Lansing,” he said. “It also shows investors that we will continue to work with them on investments in jobs and housing. And it shows our residents and others who want to live in our



A RENDERING OF Lansing’s new city hall, expected to be open at the end of 20256.

Who harvests Thanksgiving dinner profits? Not farmers

By Jim Hightower

Oh, happy day! Thanksgiving, I mean – our annual pause for family gatherings to celebrate the rich and tasty diversity of America’s harvests.

There is, however, something decidedly distasteful that has steadily been forcing its way onto our dinner tables: Raw monopoly power. This concentration of market control in the hands of a few domineering conglomerates is decimating farm families, swindling food industry workers, and gouging consumers. Economists have a technical term for what food industry profiteers are doing to us: The term is “stealing.”

Farmers know the evil of unrestrained monopolists all too well, for they are relentlessly squeezed by two sets of them. First, everything they must buy to produce food – from seed to tractors – is controlled by non-competitive giants that charge rip-off prices. Second, when selling their products, farmers and ranchers are boxed-in by corporate cartels that only offer take-it-or-leave-it, go-broke prices.

Then, this same anti-competitive system turns on us consumers, charging grossly-inflated grocery prices that give them monopoly profits and even more market power.

This Thanksgiving dinner is a good time to tally up the ever-widening monopoly spread separating you from farmers:

- A Butterball turkey costing you \$2.42 a pound, pays the farmer 6 cents per pound.
- Potatoes costing \$4 a bag returns only 55 cents to farmers.
- Wheat farmers only get 13 cents from a \$4.50 loaf of whole wheat bread.
- Top sirloin steak cost \$16.50 per pound, but ranchers get under \$4.
- Even simple lettuce is \$2 to you, but pays only 29 cents to farmers.

The very idea of Thanksgiving is that *we’re all in this together*. So let’s get together and bust these greedheaded monopolies.

For connections, go to Family Farm Action: farmaction.us.



city that we will keep pushing for good jobs, housing, and the amenities that people want and deserve in the capital city.”

The site had been a city parking lot and prior to that, the location of the demolished BoarsHead Theater. The new three-story building will have a brick veneer and metal panel exterior.

Located at 425 SGrand Ave., the first floor will have City Council chambers and offices, as well as offices for various other city departments. The public will be able to conduct business there at those offices and at public kiosks. The second and third stories will also contain space for city workers.

Martin said about 35 trades workers were on site earlier this month, and that will increase to about 50 at peak employment. The project is expected to be completed by the end of 2026.

“According to reports, the existing city hall building is aging and not always very user-friendly

More money moves needle on Michigan road quality

(Continued from Page 1)

rated fair and 32 percent were in poor condition. The news was a bit better for the state’s bridges, wherein 33 percent were listed in good condition; 56 percent were fair and 7 percent in poor condition. Although, the report said 4 percent of Michigan bridges were in “severe” condition.

According to the report, the percentage of “good” roads in the state had been level at about 21 percent for three years prior to 2021, then began to climb year-by-year to 28 percent in 2024.

The increase was undoubtedly helped by additional spending by Gov. Gretchen Whitmer, who floated \$3.5 billion in bonds in 2020 – essentially, the state borrowed money – to fix the damn roads when the state Legislature continued its decades-long refusal to come up with a permanent road repair funding plan.

Last month, the Legislature finally approved an approximately \$2 billion annual plan to fund road improvements, which should move more state roads into the “good” category in the coming years.

In fact, the study said that

with the increased funding on tap, 46 percent of state roads should be in the “good” category by 2036.

Construction industry steady, but ‘uncertainty’ is hovering

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October, although year-to-date it was up 35 percent compared to the average reading over the same period in 2024.

“Anticipated increases in labor and material costs are also driving up project expenses and are inflating the overall trend in the DMI,” Martin said. “In the coming months, Dodge anticipates activity to continue to decelerate on average, especially as macroeconomic risks continue to mount.” Those risks include the effect of tariffs, the government shutdown and the shrinking labor market.

Meanwhile, with the U.S. government still catching up with the release of its economic numbers, the Associated General Contractors cited the latest batch of federal statistics and reported on Nov. 17 that U.S. construction spending increased just 0.2 percent from July to August

The AGC said that the delayed data release “shows the impacts of economic uncertainty on demand for construction.”

“Private and public sector construction owners are clearly being impacted by uncertainty about federal funding, material prices, and labor supply,” said Macrina Wilkins, the AGC’s senior research analyst. “The question is whether the reopening of the government will lead to a future bump in demand for construction.”

Construction spending totaled \$2.169 trillion at a seasonally adjusted annual rate in August. That figure is 0.2 percent above the revised July rate and 1.6 percent below the August 2024 level.

By category, there were declines in the three largest non-residential categories. Manufacturing slid 0.9 percent in August. Highway and street and power construction each fell by 0.2 percent for the month. Overall, ten of the 16 nonresidential categories the Census Bureau reports on posted declines in August.

Private residential spending increased 0.8 percent in August, but fell 2.0 percent compared to August 2024. Single-family homebuilding edged down 0.4 percent and 1.1 percent, respectively.

“Help others get ahead. You will always stand taller with someone else on your shoulders.”

–Bob Moawad

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2026 LOGBOOKS ARE HERE

Aiello Law Group has just released our 2026 Construction Worker’s Daily Logbook. We have been providing logbooks to Michigan’s building trades for more than 30 years.

You can pick one up at our office, your union hall, the Building Trades office at 1640 Porter in Detroit, or it can be mailed to you directly by giving us a call at **313-964-4900** or **248-281-4247**.

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CONSTRUCTION WORKER'S DAILY LOGBOOK 2026

BUILDING MICHIGAN: Checker Motors HISTORY IN THE MAKING

By Marty Mulcahy



THE CHECKER MOTORS’ Kalamazoo plant site along Pitcher Road is shown in 1990. The site of the manufacture of iconic Checker cabs from 1923-1982, the plant also enjoyed a long run as an auto parts supplier until 2009. “In 1982 the Checker car line ceased operations,” said automotive magazine *Hemmings*. “Several factors are generally recognized for this, such as: government regulations for fuel economy, emissions, and crash tests; the Checker dies and tooling were getting worn out; GM was reluctant to continue selling engines and transmissions for Checker vehicles; plus it had become economically unreasonable to produce Checker cars when other mass-produced models were more affordable.”

There’s nothing left of the original Checker Cab Co. plant along Pitcher Road in Kalamazoo. Nor are any more Checker cabs picking up fares from America’s streets. The places where Checker cabs become iconic, the streets of New York City, saw their last Checker taken out of service in 1999.

Today what’s left of the Checker fleet, with the vehicles usually painted yellow for New York and green for Chicago – but almost always with checkered stripes along the sides – are either privately owned conversation pieces or are parked in a museum.

The Checker Cab Co. built more than 100,000 cabs from 1923 to 1982 in Kalamazoo, creating a uniquely American brand that became iconic while barely even trying. The unique vehicles were roomy, comfortable, mechanical beasts that could routinely run for 300,000 miles. A wide swath of Americans, rich and poor, famous and not-so-much, took rides in Checkers at one time or another. And movie-makers and television producers loved to use Checkers, making them famous as street backdrops, or for filming actors in their back seats.

“Kzoo is the city-endorsed nickname for Kalamazoo, Mich. – a place that Checker automobile enthusiasts know as the home of the beloved, boxy taxicabs that toiled in New York and other cities in their heyday from the 1950s until production ceased in 1982,” said a 2014 article by the *New York Times*, on the occasion of a Checker Car Club of America Convention. The *Times* devoted numerous articles over the years to Checker cabs, especially when a Checker picked up its last fare in the Big Apple on July 27, 1999.

“New Yorkers still love Checkers – because it’s bagels, it’s pizza, it’s New York,” Michael Angelich, a Checker historian from New York, told the *Times*.

Checker Cab founder Morris Markin (1893-1970), a tailor, got into the auto assembly business then began running a fleet of taxicabs and an auto body shop business in Joliet, Illinois, near Chicago. Markin then acquired two car body businesses in 1921.

“Timing was on Markin’s side in late 1922 when he elected to move the taxi business to Kalamazoo, Michigan,” wrote George Laszlo in *Kalamazoo Checker Plant History*. “For it was in Kalamazoo that two factories were available for sale; Dort for the wood bodies and Handley-Knight for everything else. Both were vacant and ready for a speedy startup.”

The Kalamazoo Public Library’s *Checker Motors: Taxicab Makers* said that Markin purchased a pair of vacant plants on north and south Pitcher streets in Kalamazoo for his expansion. One reason offered for the placement of the Kzoo site was because the chief engineer Markin wanted for his motor company wouldn’t move to Chicago. Another theory why Kalamazoo was chosen was not only the availability of the empty plants, but it allowed him to escape the violent “taxi wars” among rival cabbies in Chicago.

The predecessors for the site at 2016 North Pitcher St., upon which the Checker plant was built and expanded had a mixed history. While Lull Carriage Co. had a long history of making horsedrawn carriages and sleighs at the site, neither



THE CHECKER MARATHON taxi model’s design was essentially unchanged from 1956 to 1982. The checkered stripes became the company’s trademark.

Dort nor Handley-Knight were on the scene for more than a few years.

The construction of a new 32,000-square-foot, \$250,000 Handley-Knight building started in February 1920 on a 40-acre plot. Laszlo said it was based on a design for the Willy’s-Overland plant in Toledo. The general contractor was H.L. Vanderhorst Co. of Kalamazoo.

According to the Kalamazoo Public Library, “in 1929 a significant expansion of the plant was required in order to keep up with demand. Noted architect Albert Kahn, famous for designing most of the automobile plants in Detroit, drafted new steel and concrete buildings to the east of the existing facilities on North Pitcher. The former Dort plant was sold. As a result of this construction, Checker’s production space was vastly increased and concentrated onto one property.

“The assembly line contained within Checker’s factory was a testament to industrial efficiency and design,” the library’s historical account said. “It crossed between buildings via bridges and between floors via ramps. The complex mechanisms were likened to a Rube Goldberg design. Markin himself compared its machinery to a merry-go-round. For the next 60 years production swelled. At the company’s peak over 100 vehicles a day and 5,000 a year rolled off of the line.”

Jeffrey Brasie, who wrote a paper called *Checker Cab’s Michigan Connection* for motorcities.org, said “from 1929 to 1942, Checker produced 29,260 taxicabs. Some of these pre-World War II vehicles were known to ‘rack-up’ over a million miles each.” He wrote that Checker was “perhaps the most vulnerable of all America’s automakers during the Great Depression. During 1932 and 1933, Checker’s production lines were frequently idled.” The firm was saved with financial lifeline from auto manufacturer Cord, which itself went bankrupt in 1937, leaving a void in the taxi-making industry.

“Markin now controlled the largest manufacturer of vehicles built specifically for taxi application, dominated the taxi fleets in several major cities, and the sale of taxi equipment,” wrote Jim Hinckley in his *Rise of an Empire – The story of*



CHECKER MOTORS, led by owner Morris Markin, took over the Handley Motor Corp.’s plant in 1923. “The Morris Markin empire never equaled that of Henry Ford or Walter Chrysler. Checker never was able to compete with General Motors or Chrysler,” wrote Jim Hinckley in his *Rise of an Empire – The story of Checker Cab*. “It did, however, create an American icon that lives on long after the company ceased operations.”

Photo credit: National Taxicab and Motorbus Journal

Nearly everyone, it seems, likes unions. Can labor capitalize?

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and in their ability to support their families. Although workers face an uphill battle in realizing their aspirations for better wages through unions – especially given the Trump Administration’s union-busting campaign – CAP’s analysis clearly shows policymakers that workers are interested in stronger unions and organizing rights.

Support for unions crosses partisan and educational lines.

Across generations, respondents – particularly those in the youngest generations – positively rate unions. Not only does each generation have, on average, a strong positive attitude toward unions, favorability increases among the young, with Millennials (born 1981-1996) giving unions an average rating of 61 and Gen Zers (born 1997-2012) giving unions an average rating of 63.

These results are consistent with analysis by CAP of similar data from 2020, which suggests a stable base of support given the growth in the cohort of Gen Z adults: Gen Z made up 8.9 percent of the number of eligible voters in 2020 and grew to 15.2 percent in 2024, based on American National Election Studies data.

Other polls that ask about unions have similar findings. Gallup’s 2025 poll on union approval, which showed that 68 percent of Americans approve of unions, also exhibited the highest popularity among the youngest respondents: 72 percent of Americans aged 18 to 34 and 71 percent of Americans aged 35 to 54 approve of labor unions, compared with 64 percent of Americans aged 55 or older.

Similarly, a 2025 Pew Research Center study found that 62 percent of Americans describe the decline in union membership as a bad thing for working people, increasing to 63 percent among respondents aged 35 to 49 and to 69 percent among adults younger than 35.

The higher support for

Support for unions by generation remains high among different groups of eligible voters

Mean union approval rating on a 0-100 scale by generation among groups of eligible voters, 2024

	Total	Republicans	Democrats	No college	College +
Gen X	58	50.4	64.9	57.6	58.6
Baby Boomers	59.5	49.8	71.1	59.9	58.9
Millennials	61.2	57.1	68.0	58.4	65.4
Gen Z	63	51.9	75.2	59.1	75.1

unions among younger generations is unsurprising given both the economic benefits of joining a union for young workers and the successes of a number of high-profile organizing campaigns led by young workers in recent years, such as the Starbucks organizing drive.

Young workers today are especially likely to feel as though they have been left behind by high housing costs, low wage growth and lower job quality, and unions are an effective way for workers to come together to advocate for better wages and working conditions. One study from 2022 found that wages increase by 11.3 percent for union members younger than 35.

Both Democrats and Republicans across nearly every generation express positive attitudes toward unions. Respondents who describe themselves as Democrats tend to give unions higher ratings on average than those who describe themselves as Republicans, though among every generation except Baby Boomers, Republicans have a positive opinion of unions on average. Even Republican Baby Boomers are only just below the rating of 50, which corresponds to “neutral” or “no feeling at all” on the ANES’ 100-point scale.

The working class expresses

“Don’t think of retiring from the world until the world will be sorry that you retire. I hate a fellow whom pride or cowardice or laziness drives into a corner, and who does nothing when he is there but sit and growl. Let him come out as I do, and bark.”

–Samuel Johnson (1709 - 1784)

“Tact is the knack of making a point without making an enemy.”

–Isaac Newton (1642 - 1727)

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Plumbers,
Pipe Fitters,
Service Technicians,
Gas Distribution

UA Local 190
ANN ARBOR – THE NEXT UNION MEETING: is scheduled for Monday, Dec. 8 at 6 p.m. at 7920 Jackson Road, Ann Arbor, MI. The results of the elections will be announced, and normal business will follow.

A BIG THANK YOU – 4th ANNUAL THANKSGIVING FOR ALL: This year UA Local 190 provided 210 turkey dinners to families in need around Washtenaw Co. On Nov. 15 we had 36 volunteers put together 210 bags with items for a nice Thanksgiving dinner. On Nov. 22 we had 15 volunteers distribute the food items to 210 families. We thank all of the volunteers who helped out this year, we could not have done it without the help of all of our fantastic volunteers! A special thank you to Brian Keating and Karen Spearin for putting this event together.

ATTENTION GAS DISTRIBUTION APPRENTICES: who are planning on taking the journeyman upgrade test, you need to get your Letter of Intent sent to Roy Musgrove, Pat Duffy or the Gas Distribution Examining Board members. The letters are due by the end of December. Please mail to Local 190, 7920 Jackson Rd. Ann Arbor, MI 48106 Attn: Pat Duffy.

GAS DISTRIBUTION APPRENTICES DOWN HILL WELDING TRAINING, HELPER AND FUSER TRAINING: Will begin Monday, Jan. 5 and run for 2½ months. This class will be held at the training center Monday through Friday from 8 a.m. to 4:30 p.m. *In order to take the journeyman gas distribution weld test, you must attend this training as a prerequisite. Please note that 4th and 5th year gas apprentices have preference to sign up for this welding training.* Limited space is available so please contact Pat Duffy 734-368-4423, Roy Musgrove 734-646-8838 or Ralph Booth at 734-369-1432.

For the Christmas holiday the office will be closing at Noon on Wednesday, Dec. 24 and will be closed all day, Thursday, Dec. 25 and will be closed all day, Friday, Dec. 26.

For the News Year’s Eve holiday, the office will be closing at Noon on Wednesday, Dec. 31 and will be closed all day, Thursday, Jan. 1 and will be closed all day Friday, Jan. 2.

PAY UNION DUES ONLINE: Members can now pay your union dues online. <https://mtp.ua190.org/mtpweb> Username will be your full social security number, temporary password is the last four digits of your social security number. There is a 3% fee charged. Feel free to call the hall for a QR CODE.

IMPORTANT REMINDER TO ALL MEMBERS - LAID OFF OR BACK TO WORK: All members who get laid off or report back to work *please immediately contact Karen (734) 424-0962 Ext. #210. Please report the last day in which you worked. When calling to report back to work please let Karen know the contractor and the date you reported back to work.* PLEASE NOTE: All Members can now go to the website under “members only” and fill out a “back to work” form or “laid off” form.

MICHIGAN GAS DISTRIBUTION JOURNEYMAN: If you are currently laid off and you would like to work building trades. Please contact Kristyn at out Training Center to get information on a UA21 Weld Certification. 734-426-3700 Ext. #1 for Kristyn

FUSING CLASS: Anyone interested in registering for the fusing class, please contact Business Agent Pat Duffy at (734) 368-4423, Business Agent Roy Musgrove 734-646-8838 or Ralph Booth at (734) 369-1432.

MICHIGAN GAS DISTRIBUTION - E-Mail address: Please contact the union hall 734-424-0962 or Pat Duffy 734-368-4423 to make sure we have a current e-mail address.

MICHIGAN LICENSE RENEWAL: Plumbing license renewals are done online ONLY! For detailed instructions and requirements, please visit: www.michigan.gov/bcc. Feel free to stop into the Union Hall and pick up a copy of the instructions. The link is now on the website in the “Members Only” section under “Helpful Member Forms”

INFORMATION - FRINGE BENEFIT OFFICE:

NEW BLUE CROSS BLUE SHIELD APP FOR YOUR SMART DEVICE: download the free Blue Cross Blue Shield APP on your smart device. This will allow you to see a copy of your BCBS card, review your claims, explanation benefits and much more. *Download: BCBSM*
Bernadette Maus will be available by phone Monday through Friday 7:30 a.m. to 4:30 p.m. or in person Mondays and Wednesdays at Local 190’s office from 7:30 a.m. until Noon and 1-4:30 p.m., please contact her directly at (888) 390-7473 to schedule an appointment.

MEDICARE: When you become eligible for Medicare, please contact Bernadette Maus at our Fringe Benefit office 1-888-390-7473.

The Training Center is open to members wishing to update any certifications, licenses, or qualifications. Office hours of operation are Monday through Thursday 8am. to 5 pm. Friday 8am. to 4 pm. We will be closed for lunch from Noon to 1pm. Closed for Holidays. Please give Kristyn a call with any questions regarding certifications and training schedules or visit us on UA190.org members only section under training to register for classes online. The Training Center will no longer accept cash payments, we will accept checks or credit card payments only. We are following CDC, OSHA, MiOSHA, MDHHS, and Washtenaw County Health Department guidelines. **Check your Certifications to make sure that you are current!**

Please submit all continuities, certifications and licenses to the Training Center, so we can keep your profiles up to date. Email: kristyn@190jtc.com or mail to 8040 Jackson Rd. Ann Arbor, MI. 48103

Available Journeyman classes:

OSHA 10/30 Online: Members interested in taking the OSHA 10- or 30-hour training online should contact Kristyn to register.

M.U.S.T Safety Online: Members interested in taking M.U.S.T Safety training modules online should contact Kristyn to register.

Welding Fundamentals (40 hrs): This class is designed for apprentices & journeymen who have little to no welding experience and want to learn the fundamentals of SMAW (Stick), and GTAW (TIG) welding. **Call the Training Center to secure your spot, dates to be announced.**

Welding Lab: Currently open welding lab is **Monday through Thursday 4pm to 8:30pm. Saturdays 7am to 3:30pm.** There is limited space and first come first served.

Special Notice: Hiring Full Time HVACR Instructor. The Greater Michigan UA Local 190 JTC is hiring for the full-time position of HVACR instructor. The position includes teaching day and night classes year-round for apprenticeship and journeyman upgrade classes. The instructor will be responsible for HVACR curriculum development utilizing the equipment being serviced and installed by contractors in the Southeast Michigan area.

The ideal candidate must be knowledgeable in all aspects of the HVACR. Strong communication, math, and computer skills (Microsoft word, Excel, Outlook, PowerPoint, and CANVAS) are required with a background in teaching.

Travel is necessary throughout the year for participation in the UA instructor training program through the UA ITF department regional training. The ideal candidate should possess the following credentials: Journeyman status with the United Association of Plumbers & Pipefitters.

10 years or more of field work experience as a HVACR Technician EPA 608 Type I, II, III (Universal) Certification. UA (United Association) HVACR Star Mastery Certified. Excellent knowledge of commercial HVACR systems, including installation, maintenance, and repair.

Candidate’s responsibilities would include: Obtain/possess: an Associate’s Degree in Applied Science – Industrial Training UA#1001, 1002, 1003, 1004, (Continued next column)



Plumbers, Pipe Fitters & HVAC Service

Local 111

UA Local 111
UPPER PENINSULA - UNION MEETING: There will be no meeting in November. The next Union Meeting will be held in Marquette on Thursday, December 11th at 7:30 PM.

WORK OPPORTUNITIES: Members interested in 1-day shutdowns should contact Business Agent/Dispatcher Scott Pendergraft in the Escanaba Office. Call the Escanaba or Marquette Office for updates: Layoff Line – Extension #7; Job Line – Extension #8.

MRA FUND: The IRS requires substantiation for all MRA debit card transactions. Many members have received request letters from Zenith American Solutions. It is YOUR responsibility to submit the requested documentation promptly. Failure to respond will result in suspension of your card until documentation is received. You can review transactions and upload documentation through the Zenith Portal or App. For assistance, call 1-866-823-4730, ext. 1.

988 CRISIS HELPLINE: If you or someone you know is struggling, call or text 988 anytime to connect with trained counselors for mental health or suicide prevention support.

MEMBER RECORDS: Please keep your records current by contacting April or Rose with any changes to your address, phone number, email, or family status.

LAYOFF REMINDER: Report layoffs immediately; the day you call is the date you are placed on the Out-of-Work List.

APPRENTICES: You are required to attend four union meetings each year.

WELDERS AND CERTIFICATIONS: UA Welder Qualification Continuity Report forms are available on our website under Training or at the Hall. Certifications expire every six (Continued next column)

Local 190, con’t

1006 UA/WCC Instructor Certification
Obtain/possess: UA#2012 UA Foreman Instructor Certification
Obtain/possess: NITC proctor qualification
Develop and update HVACR course syllabus, daily lesson plans and instructional material
Develop practical lab activities for hands-on training
Develop test, assignments, and hands-on assessments
Maintain lab equipment with the latest industry trends and technologies

These lists are not exclusive, nor final and future classes will be required as technology and trade advancements continue. This position will be paid at UA 190 Journeyman foreman rate with full benefits package, paid vacation, and earned sick leave. Please submit a copy of your resume, transcripts, and other certification documents to The Greater Michigan UA Local 190 JTC by Dec. 31, 2025, to kristyn@190jtc.com or mail to 8040 Jackson Rd. Ann Arbor, MI. 48103 All candidates will be contacted for a scheduled interview after the December deadline.

CONDOLENCES: Our lifetime member Vincent Brust passed away on Nov. 13. Vincent initiated March 24, 1970, retired March 1, 2005 and became a lifetime member March 24, 2020. To all family members and friends sending caring thoughts your way.

Our lifetime member William Robinson passed away on Nov. 19. William initiated Sept. 12, 1961, retired Jan. 1, 1996 and became a lifetime member Sept. 12, 2011. To all family members and friends sending our heartfelt condolences to bring you all comfort.

RETIREE MEETINGS – PLEASE JOIN US: Our next Spades meeting will start at 9 a.m. on Thursday, Dec. 4 at the Union Hall.

NOTIFICATIONS FOR THE BUILDING TRADESMAN PAPER: Please contact Karen Spearin at the union hall, (734) 424-0962 Ext #210, if you would like to put a special notification in the paper.

months, and it is YOUR responsibility to ensure forms are turned in on time. Please also update all Non-UA Certifications (Plumbing License, MUST, OSHA-30, MSHA, etc.) by sending a copy to the Union Hall.

DUES REMINDER: Check your dues records regularly; a \$50 reinstatement fee applies once you are three months behind. Members are automatically expelled after six months of non-payment.

SAFETY TRAINING – LOCAL 111 WEBSITE: Visit lu111.com and click Safety Links to complete your online safety training. Members must complete training for each site; trainings are valid for one year.

MSHA TRAINING: Registration and cancellations are handled online at upconstruction.org under the MSHA Calendar.

“The secret of joy in work is contained in one word - excellence. To know how to do something well is to enjoy it.”
– Pearl Buck (1892 - 1973),
“Men for the sake of getting a living forget to live.”
– Margaret Fuller (1810 - 1850)

Just joking

Passengers on a plane are waiting for their flight to leave. Then, walking through the door and up the aisle are two men in pilot’s uniforms. Both are wearing dark glasses. One has a seeing-eye dog, and the other is tapping his way up the aisle with a cane.

Nervous laughter spreads through the cabin, but the men enter the cockpit, the door closes, and the engines start. The passengers begin glancing nervously, searching for some sign that this is a practical joke. None is forthcoming.

The plane moves away from the gate and eventually gets in position to take off. It moves faster and faster down the runway, and people at the windows realize that they’re running out of runway at the edge of the airport.

As it begins to look as though the plane will never take off, screams of panic fill the cabin.

At that moment, the plane lifts smoothly into the air. Up in the cockpit, the copilot turns to the pilot and says, “You know, Bob, one of these days, they’re going to scream too late, and we’re all gonna die.”



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Local 333

Plumbers & Pipe Fitters

UA Local 333
LANSING – December’s union meeting will be held **December 17, 2025, at the Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906. Dinner will be served at 6:00pm**
January’s union meeting will be held January 21, 2026 at the Lansing Hall, 5405 S. Martin Luther King Jr. Blvd., Lansing, MI. 48911 at 6:30pm.

Please remember to sign up before attending classes. We have limited space, and only those who sign up will be allowed to attend welding class.

Weld classes will be cancelled until the second week of January due to the holidays.

Orbital Welding: Signup online, and you will be contacted. Rigging Certification, Backflow re-certification, and Med-Gas recertification will be scheduled once we have enough members signed up.

Pipefitter Math, Advanced Pipefitting, CPR/First Aid, Backflow and Med-Gas will be scheduled when we have 6 or more signed up. You will be called when the class is scheduled.

PLEASE NOTE FOR ALL CERTIFICATIONS: Per the UA as of Jan. 1, 2019, all Braze and Weld certifications must be updated within 120 days of their expiration date, or you will lose your certification. Check the dates on your certifications and if they have expired call Diana at the Lansing Training Center 517-323-0333. Even though the Training Center sends everyone’s continuities to be renewed, between changes of addresses and the Post Office, there is plenty of room for error. Ultimately it is the member’s responsibility to make sure their certifications are current.

Please sign up on the website or call the Lansing Training Center at 517.323.0333.

Battle Creek Retiree’s Breakfasts are held on the fourth Thursday of every month at Lux Café. 2587 Capital Ave, Battle Creek, MI. at 9 am. Please spread the word.

Retirees’ Breakfast in Jackson: Retirees meet the third Tuesday of every month at 10:00am at the Alpha Coney Island at 1188 Jackson Crossing, Jackson, MI. PLEASE NOTE: The restaurant is located at the west end of the Jackson Crossing Shopping Center.

“The Ulliance Member Assistance Program is available to all members and their families. This benefit includes free and confidential mental health counseling, coaching, and 24/7 crisis support. In addition, there are free 30-minute consultations on legal and financial matters. There is a great discount program for goods and services as well as free identity theft protection. To find out more, go to lifeadvisor.com or call 800-448-8326 or call your respective agent or Dustin at the Union Hall.

DO NOT opt out of health care coverage on your auto insurance. If you are injured in an auto accident our health care coverage will not cover, you.

If you or if you know of a member who has been in a branch of military service. Please have them contact the Lansing office. We are updating our “Honoring Our Military” wall.

Retirees, if you haven’t received information regarding Medicare Advantage please contact your respective hall. If you are selecting a new plan or replacing your current plan enrollment forms must be mailed by December 10, 2025. If you wish to remain on the same plan as you have today, do nothing and the new rates will go into effect Jan. 1, 2026.



CROUCHING ON ONE of the newly installed concrete slabs with specially mixed concrete on the MSU campus is Qingxu “Bill” Jin, an assistant professor in the university’s College of Engineering. *Photo credit: Derrick L. Turner*

MSU tests: Can cracked concrete heal itself?

(Continued from Page 1)
Engineering Research Complex off of Woodlot Drive on campus.

The concrete was developed by Qingxu “Bill” Jin, an assistant professor in the MSU College of Engineering, and his graduate student Xiaoqiang “Antonio” Ni. The concrete has self-heating properties that can store heat from the sun, which is released when the temperature drops near freezing. It’s also bendable and can self-heal. Initial testing showed that cracks thinner than a human hair can repair themselves, and it can withstand the weight of about 2,000 pounds – or half of the weight of an average car – without cracking.

During the testing phase this winter, wires connected to the sidewalk concrete slabs will help Jin and his team monitor the durability of the concrete from foot traffic and the performance of its self-healing properties in melting ice and snow.

“This novel concrete project is a great example of MSU’s economic relevance strategy, which fosters innovation and entrepreneurship, contributions to regional economic development and aligning research with state economic needs,” said John Papapolymerou, interim dean of the MSU College of Engineering. “There are numerous applications on how this concrete will play a role in the infrastructure improvement strategy shared by our city and local government leaders and provides an opportunity to support national security.”

A number of other universities and research institutions worldwide are also testing and examining blends of bendable concrete. One leading area of interest being pursued by Texas A&M researchers probes a concrete mix with some unexpected ingredients: bacteria and fungi.

American Society of Manufacturing Engineers (AMSE) technology writer Kayt Sukel wrote a paper on their efforts in July, *Leveraging Symbiosis for Self-Healing Concrete*, which said “this synthetic system leverages cyanobacteria, a species of bacteria that relies on photosynthesis to provide its own food, coupled with filamentous fungi, which produce the material that can fill cracks through biomineralization. As a result, the system only needs air, light, and water to promote self-healing in concrete structures.”

The Texas researchers are also studying their concrete mix in the real world, using test slabs.

“Basically, the cyanobacteria convert the carbon dioxide in the air into organic nutrients for the fungi,” Congru Grace Jin, assistant professor in the Department of Engineering, Technology, and Industrial Distribution at Texas A&M told the AMSE. “The fungi then attract that matter into their body and generate calcium carbonate. The calcium carbonate can heal the crack in the concrete. This system can be autonomous because the cyanobacteria and fungi work together – and you don’t need a human being to provide anything.”

So far, their system has been able to heal surface cracks, but not deep cracks within concrete, but the research continues.



Local 370
Plumbers,
Pipe Fitters
and HVAC Service

UA Local 370

FLINT – The next Membership Meeting is scheduled for **Tuesday, Dec. 9, 2025** and is designated a refreshment meeting.

The Local 370 annual Service Award and Holiday Celebration is postponed until February, so we can have it in the new meeting hall. Exact date TBD.

Old Newsboys we will be on the corner of Linden and Pierson on Friday, Dec. 5 if you would like to come out and help with this great cause, Sun up to sun down.

Retiree Breakfast will be on Monday, Dec. 8 at 9 am.

The Ulliance Member Assistance Program is now available to all members and retirees as of March 1. This benefit includes free and confidential mental health counseling, coaching, and 24/7 crisis support. In addition, there are free 30-minute consultations for legal and financial matters. There is a great discount program for goods and services as well as free identity theft protection. To find out more, go to lifeadvisor.com or call 800-448-8326.

Upcoming Night Class Schedule:

Jan. Welding January 5th thru January 29th. Mondays and Wednesdays. 4:30pm – 7:30pm.

Med Gas January 5th thru February 26th. Mondays and Thursdays. 4:30pm – 7:30pm.

All classes and test days can be signed up with the Training Center at 810-720-5243 Ext 15 or at training@ualocal370.org

2021 Plumbing Code Books now available. Cost is \$85. Check, money order or Credit Card.

Per our **By-Laws Article XV**, *The Building Tradesman* is hereby adopted and subscribed to as our Labor paper for all members of Local 370. Said paper to be used for all official notification of membership.

Committee and Board meetings are as follows:

Examining Board – Tuesday, December 9th, 2025 at 4:00pm

FMR Committee – Tuesday December 9th, 2025 at 4:00pm

PAC committee – Tuesday, December 9th, 2025 at 5:00pm

Executive Board – Tuesday, December 9th, 2025, at 5:00pm

Building Committee – Tuesday, December 9th, 2025 at 6:00pm

Finance Committee -Tuesday, December 9th, 2025 at 6:15pm

JATC Committee – TBD

ALL GM Worksites and others require MUST Safety and Drug Testing: MUST safety modules are only valid for 4 years. Call the hall to sign up for the MUSTSAFE.com website and complete all 18 safety modules. Members will not be eligible to work at any job site requiring them until all 18 modules are complete and are current on their drug test. If your drug test is expired, you must take one before you can be dispatched to any GM work. Drug tests are only valid for 1 year. Call The hall and we will print you a drug test authorization form

Local 370 office hours 7:30am – 4:30pm.

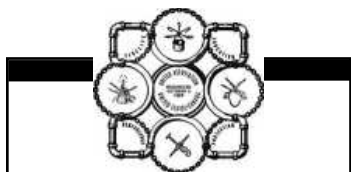
Sub/Sick checks will be processed 8:00am – 11:30 am and 1:30pm – 4:15pm daily.

Attendance award drawing for membership meeting information. Members present must have dues paid to date to claim award. The monthly award is \$150.

Attention All Active Members in Good Standing. The Joint Apprentice and Training Committee voted to reimburse any active member of Local 370 who takes and passes any training, testing or certification that may be required to perform their work. This includes Rigging, Med-Gas, Back flow or any work-related training or certification expense. Members will be reimbursed after successful completion and verification of the cost. Lost wages will not be covered by the JATC. Plumbing license renewal is still the responsibility of the member. If you have questions, please contact Local 370 JATC.

Mobile App. Our mobile app is now available for download on you cell phone. Go to the app store and search **UA Local 370**. Download the app and sign in. You can read the latest Building Trades article, see upcoming meeting dates, or pay your dues. This is a work in progress, and we will add more content to the site

(Continued next column)



Local 357
Plumbers,
Pipe Fitters &
HVAC Service

UA Local 357

KALAMAZOO – **UNION MEETING:** The next regular Union Meeting will be on **Tuesday, Dec. 9** at 6:30 pm. Other meetings that day will be the Finance Committee at 4:30 and the Executive Board at 5:30.

PARTY INFORMATION: There will be a Holiday Party at the Hall on **Saturday, Dec. 13**. Drinks and hors d'oeuvres start at 5:30 pm with dinner at 6:00. You **MUST RSVP** no later than **Dec. 1, 2025**, by calling or emailing Lori at (269) 679-3708 / lhatfield@ualocal357.com. You can also go online to Eventbrite.com and search for Local 357. Note: There is a limit on the number of attendees allowed so please RSVP early.

OPEN ENROLLMENT: If you missed a life event in 2025 ... such as the birth of a child or a marriage ... or something changed, now is the time to add dependents to the Health Insurance Plan. Please contact Lori Hatfield, Benefit Liaison, at 269-679-3708 or email lhatfield@ualocal357.com to get the form required along with further instructions. Note that activation will be as of Jan. 1, 2026, if all required documents are returned by Dec. 31, 2025.

UNION DUES REMINDERS: Phone call reminders to pay your dues will not be made. Cash is accepted at the Union Hall for any payments. You also have the option to pay your union dues through the Local 357 website @ www.ualocal357.com. Note that you must add a 4% fee for using this site.... so, if you are paying a month of dues at \$34.00... you need to pay \$35.36. Other ways to pay include sending a check, stopping by the Union Hall, dropping off a payment in the drop box outside the front door or calling Lori at (269) 679-3708 and paying with a credit card.

RETIREE MEETING: Retiree lunch meetings will now be **BREAKFAST** on the 1st Monday of every month. Breakfast will commence at 9 am at **The Crew**, 5200 Portage Rd, Portage, MI. The phone number for the location is (269) 337-9800.

CHANGE OF STATUS: If you have a change of status for example: married, divorced, re-married, birth, death, workers comp, address change, etc., please call Lori at the Union Hall. It is very important that we keep all our records up to date and you only have 30 days from the date of the event to make the change. **There also seems to be a continuing problem regarding notification of divorces. Note that you, the member, will be responsible for any bills incurred and paid on claims of an ex-spouse or dependents. (See Pages 6 and 27 in the Summary Plan Description Booklet for clarification).**

CONGRATULATIONS: Congratulations to Scott Randall, and family, on the birth of a son, Eoin.

Congratulations to Brandon Chase, and family, on the birth of a son, Oliver.

Local 370, con't

as we move forward.

Our web site is up and running. ualocal370.org.

We are now able to accept Visa, Master Card, Discover and American Express for window dues. If you want to take advantage of this service there will be a \$1.00 per month charge added to the monthly window dues fee and a 3% fee for all other transactions.

Remember to keep your dues current. Any member failing to pay for 3 months shall stand suspended, unable to vote for a period of 1 year or run for office for a period of 2 years and subject to a \$50 reinstatement fee. Dues must be paid in 3-month increments according to our bylaws. Dues will be accepted up to 6:45 on union meeting nights.

Members wishing to take the U.A. welding certification test can contact the Training Center for application and testing dates.

T.I.C. fringe administrators' number is 1-888-797-5862.

"The best way out is always through."

– Robert Frost (1874 - 1963)



Plumbers Local 98

UA Local 98

DETROIT - *Membership of Plumbers Local 98.* The officers and staff at Local 98 wish you and your families a joyful Thanksgiving. May your holiday be full of blessings, love and an abundance of happiness!

CONGRATULATIONS to our newly initiated apprentices and organized members. *"In the skilled trades, mastery isn't just learned, it's earned through patience, persistence, and pride in your work."* On behalf of the Local 98's brothers and sisters, we wish you much success and longevity!

New UA Membership Cards: New cards have been ordered and we anticipate on receiving them by the end of the year. Please watch our webpage and social media for updates.

Our next regular monthly union meeting will be held on Thursday, Dec. 11, 2025 at 6pm

Retiree Luncheon meeting will be held at the hall on Wednesday, Dec. 10 from 12-2 pm.

The next board meeting is Thursday, Dec. 4, 2025 at 4:30pm. The Executive Board meetings are *generally* held the first Thursday of the month at 4:30pm and before all Union Meetings.

Annual Wrapping Party: Mark your calendars! Calling all of Santa's Elves...the annual **Wrapping Party** is on **Monday, Dec. 1 from 5-8pm** to help Santa prepare for the Local 98 annual Children's Christmas Party.

Children's Christmas Party is on **Tuesday, Dec. 2 from 5-8pm.** Watch the paper, our website, Facebook and Instagram for additional information. We look forward to seeing all of our members both nights.

Retiree Meetings Winter Schedule: The retirees have decided to forego the monthly lunch meetings for January and February 2026 meetings. The monthly luncheons will resume for the spring in March 2026. Please watch the *Tradesman* article, check the Local 98 website and Facebook page. Any question, please contact retiree Dave Schroeder.

Apprentice Clothing Drive: Join us in helping our apprentices get the work clothes they need to succeed! Drop your donations off at the hall during business hours. Apprentices can pick up what they need at the December, January and February monthly meetings.

Fall Food Drive: We thank our members and their families for the generous donations made to our Fall Food Drive the past two months. Over 1,650 pounds of food was collected and distributed. We wouldn't be able to do what we do without the support of people like you. A special Thank You to: Jason Bachman, Jim Barnhart, John Bollman, James & Tracey Cools, CJ Harrison, Evan Hayes, Nikki Hometz, Jeff & Kandy Kavalor, John Linardakis, Ryan Mason, Ashton Minish, Dan Nixon, Fausto Jose Perez, Plumbers Local 98 Retiree Association, Paul & Rusty Smith, Connor Socrates, Mike Taylor, Clay & Kristen Terry, Tom and Norma Washburn and Tom Washburn III.

Pipe Up is the official podcast of the UA General President. The program offers monthly stories, skills and a look into the lives of our membership. Access the podcast at ua.org/pipeup.

Membership Dues Reminder: Friendly reminder to stay up-to-date on your membership dues. Local 98 will be offering members who pay in full for the 2026 calendar year, or sign up for automatic deductions, a complimentary gift. Members may mail payment, pay online, come into the hall or call the hall the to make a payment.

Snowbirds: If you would like to temporarily change your address for correspondence from Local 98, and BeneSys, please call the hall to avoid delays in receiving your mail.

Expelled Members: We currently have two expelled members for the month of November 2025: Brothers Thomas Allen and Luck Peck-Truszkowski.

SUB Apps/Out of Work List. SUB You have 48 hours to report being out of work and to fill out a SUB App whether you qualify for SUB or not. It is your responsibility to check your location on the Out of Work List. *We have a dedicated email to send your unemployment certifications and/or backup documents to receive SUB pay. Please email correspondence to: sub@ualocal98.org by Thursdays at 3:00pm to ensure ample time to process the payments.* Make sure your contact information is up to date, as well as MUST and other certifications. If you have any problems with state agencies involving unemployment, or questions on MUST modules and staying current, please contact Rufus Hamilton or Jimmy Cools.

We are currently looking for Industrial, Residential and Service Plumbers. If you know anyone working Non-Union, have them call our Organizer Rob Moses.

In Memoriam: Let us remember our family, friends and brothers and sisters who have passed or lost a loved one during the upcoming holiday season. Brother Donald Franklin was a 55 year member, he was initiated on 10-8-1970; Brother Harvey Mitchell, was a 60 year member and he was initiated on 8-26-1965.

Benefits. We have dedicated BeneSys employees at the Union Hall to help with the following issues: Health Insurance, HRA, SUB, Short Term Disability, Eligibility, and Claims. In order for them to best track all issues **PLEASE CALL BENESYS at (248)641-4988 or (866)646-8919.** If they are on the other line, please leave a message and they will get back to you promptly.

Worker Assistance Program. Work Life Strategies, LLC. Are available to members and their families to provide counseling services and when needed, a referral to other professionals. Call to talk to a counselor for issues relating to grief, alcohol, drug addiction, bankruptcy depression, marital issues and family counseling. All this is confidential and lead by our health professional C.J. Harrison, you can reach her on her cell @ 313-580-6887. If you cannot go to her office she can do phone conferences, don't wait ask for help when you feel issues are affecting your life.

Applications are now being accepted for our apprenticeship program. Learn more at www.plumbers98TC.org/apprenticeship. Additional information can be found at www.ualocal98.org, Facebook and Instagram.

CONTACT INFORMATION: Hall Operating Hours 8am to 4pm

Gary Glaser, Business Manager (313) 580-0148 gglaser98@ualocal98.org

Dan Nixon, FST (248) 752-3702 dnixon98@ualocal98.org

Rufus Hamilton, Business Agent (313) 542-2758 rhamilton98@ualocal98.org

Jim Cools, Business Agent (248) 762-9221 jcools@ualocal98.org



Plumbers 98

Paul Smith, Business Agent (313) 938-2477 psmith@ualocal98.org

Jeff Kavalor, Business Agent (313) 938-1554 jkavalor@ualocal98.org

Rob Moses, Organizer (248) 763-2187 rmoses98@ualocal98.org

In solidarity, Gary Glaser, Business Manager Plumbers Local 98! Protecting the health of Metro Detroit since 1893.

TRAINING CENTER NEWS. Phone # 248-585-1435 www.Plumbers98tc.org

Happy Thanksgiving to all of you from the staff here at the PTC!

The Apprenticeship Application process is currently open. The application deadline for the next class is Friday, Jan. 2, 2026. Applications are submitted online. Go to our website and read all requirements for the application process. The Training Center is open for normal business 7 a.m. to 3 p.m. Monday through Friday. Please call Ryan Lyle at 248-585-1435 ext. 122 if you have any questions.

Monthly Code Class – Next class is Dec. 17, at 4:30 pm. This is **not** a code update class. Open to any member looking to have discussions about the interpretation of the Michigan Plumbing Code. Great refresher for anyone wanting to take a state plumbing exam. **Please call** Paul Baker at the Training Center at 248-585-1435 ext. 123 to register.

If you are a member that has the practical portion of the state test scheduled for Feb. 3, 2026, we have an available evening to come in and practice for it, Wednesday, Jan. 21, and Jan. 28. **Call** the Training Center if you are interested in attending either of these sessions, or both. You will be required to bring all your supplies as you would for going to the actual test.

OPEN WELDING – Open welding is available on Wednesday evenings and the 1st and 3rd Mondays of the month. Please call Chris Opalka 248-585-1435 ext. 146 for any welding related inquiries and to check on booth availability. For those that can't find time to get in during the weekdays, open welding will be available on the first Saturday of the month, call to get a booth.

CALL THE TRAINING CENTER TO REGISTER FOR ANY OF THE FOLLOWING CLASSES OFFERED IN 2026. *All classes are register and pre-pay by check or money order only. All classes are offered in Spring and Fall.*

All Spring classes will begin the week of March 2, with a deadline to register by Feb. 13.

All Fall classes will begin the week of Sept. 14, with a deadline to register by Aug. 28.

ASSE Backflow Tester Certification: *Please be sure to check your expiration date, it is now required that you complete your update class prior to your expiration. This class is offered quarterly:* \$100

4 hour recert class January 20 & 21 Deadline is December 19

4 hour recert class April 21 & 22 Deadline is March 20

4 hour recert class July 21 & 22 Deadline is June 19

4 hour recert class Oct. 20 & 21 Deadline is Sept. 25

ASSE Backflow Tester (Full 40 hour): \$200

ASSE Repairer: Prerequisite: Must hold a current 5110 Tester Certification \$100

ICRA and Water Quality: Prerequisite: Must Have OSHA 10 or 30 - \$200

(Continued next column)



SPRINKLER FITTERS
704
DETROIT

UA Local 704

SOUTHFIELD – The next regular business meeting will be held Wednesday, December 10th, at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M.

The hall will be closed for Thanksgiving Day, Thursday Nov. 27 and Friday, Nov. 28.

The Children's Christmas party will be on Dec. 13, 2025 at the union hall from Noon to 3PM. Please call the hall to rsvp no later than end of business on Friday, December 5, 2025

Our condolences to the family of Brother Gordon McRea a 52-year member who passed on Oct. 15th 2025.

As a reminder, your dues payment is due the last day of the month. Please sign up for MDLive. There is no cost for you or your family to use this App. You will be able to download it from the Apple Store or Google Play.

Reminder: Article V, Section 13 of Local 704's Constitution, By-Laws, and Rules of Order. Any project that falls into the jurisdiction of Local 704 shall be manned by not less than two members. Any member violating this By-Law shall be brought before the Executive Board for a trial and subject to a fine.

It is the members' responsibility to notify the Union Hall when they return to work.

Phone numbers to remember: NASI is 1-800-638-2603 for information regarding Health and Welfare or Pension fund questions. TIC International: 248- 645-6550 for D.C. Fund distribution questions.

Jason May (Merrill Lynch): 248-540-2091 for D.C. Fund Investment questions.

A reminder to please update any change of address or phone no. changes with the Local Union Hall.

A speedy recovery for all our sick and injured members.

Local 98, con't

Medical Gas Installer (Full 40 hour): \$200

Hydronic Heating and Cooling: \$100

Steam Fundamentals for the Repair Plumber: \$100

CAD/BIM: \$100

****2025 brazing and welding sessions will be scheduled on the 1st Saturday of the month.** If your brazing or welding certs are ready to expire, call to schedule an appointment. The next **Welding and Brazing sessions** will be Dec. 6, 2025. You must call to schedule your brazing OR welding tests at least 3 days prior to the test. Please note: All members must be dressed appropriately to be in the shop area.

OSHA Training - OSHA 10, available as an online class for \$59 at www.careersafeonline.com This OSHA 10 class is not affiliated with the UA or our Training Center. OSHA 10 and 30 Hour Training is also offered online through the MUST website. Go to www.mustonline.org. **Be sure to take the Construction Safety courses; not the General Industry courses.

It is each member's individual responsibility to keep all their Certifications current.

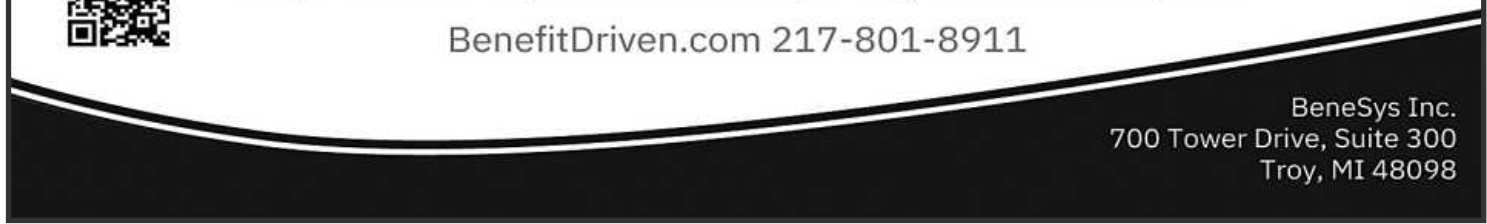
If the person you are trying to reach at the Training Center is unavailable, please leave a message to ensure we can return your call.



BeneSys
45 years of providing full-service third-party administration
BeneSys.com 877-923-6379



BenefitDriven
Powered by BeneSys
Comprehensive software solutions for self-administered funds
BenefitDriven.com 217-801-8911



BeneSys Inc.
700 Tower Drive, Suite 300
Troy, MI 48098



UA Local 85
SAGINAW – The next Union Meeting will be held **Wednesday, Dec. 17, 2025**, at the Union Hall, 3535 Bay Rd. at 7 p.m.

NEW DATE: The next Northern Union Meeting will be held on Wednesday, Dec. 3, 2025, at 7 PM at the Grayling Eagles.

Contact Information:
Justin Pomerville, Business Manager(989) 799-5261 x 8513 jpomerville@ualocal85.org
Tim Danielak, Business Agent (989) 799-5261 x 8514 tdanielak@ualocal85.org
Clint Steele, Business Agent (231) 499-7330 csteale@ualocal85.org

Andre Alexander, Business Agent (989) 799-5261 x 8515 aalexander@ualocal85.org

Bobby Anderson, Organizer (989) 799-5261 x 8512 rjanderson@ualocal85.org

Kristin Tuthill, Office Professional (989) 799-5261 x 8511 ktuthill@ualocal85.org

Please check the ualocal85.org or our Facebook page for the most up-to-date information.

The **new website** is up and running. Please check out www.ualocal85.org. Click on Local 85 Members to access members only information. Login information is username: first initial with full last name. Password is 00 with your UA Card No. If you have difficulties logging in, please call Kristin, (989) 799-5261 ext. 8511.

Social Media: Like us on Facebook, Instagram, TikTok, @UALocal85. Facebook has our Members Only page for updates at UA Local 85 Members Group.

JATC News: Work continues to be very busy, please keep a close eye on the website for upcoming classes. We need to continue to be trained and certified for many of these upcoming projects. If there is a specific class you need, please reach out to Training Coordinator Robert Mead, (989) 799-5261 ext. 8519.

GOD BLESS ORGANIZED LABOR AND THE LABOR MOVEMENT!

SUB Fund: Print Unemployment Payment History located underneath the Certification Tab when logged into your MiWAM account. Deadline for submittals is Noon on Thursday in order to receive a check that Friday. Checks will be mailed out on Friday. No in person pickups allowed. If a holiday falls on a Friday, checks will be issued on Thursday and deadline will be moved up to Wednesday by noon.
Where to submit documents: Address: UA Local Union 85 SUB, 3535 Bay Road, Saginaw, MI 48603 Fax: (989) 791-3468 Email: SUB@ualocal85.org

SUB Application for Benefits: Must be on file in order to receive SUB Check. Available at the Hall.

90 Day Rule: The weeks you are claiming must be submitted within 90 days of the first Monday following the week in which you are eligible to receive a State benefit per the Plan Documents.

Taxes: There are no taxes taken out of SUB Fund Checks, however they are taxable wages and you will receive a W-2 at the end of the year. If you want taxes withheld from your SUB Fund Check, please indicate the dollar amount for Federal and State on each SUB submittal.

NOTE TO ALL MEMBERS:

Address & Phone Update: Please call the Union Hall to update any address or phone number changes at (989) 799-5261.

Beneficiary Cards: Please call the Union Hall for any changes in beneficiary information at (989) 799-5261.

Website Address: Please visit www.ualocal85.org.

RETIREE LUNCHEON: The next retirees' luncheon will be held on Tuesday, December 2, 2025 at 12:00 Noon at UA Local 85 Administration Office located at 3535 Bay Road Saginaw, MI 48603. RSVP's were due by November 18, 2025.

Fraternally,
*Justin M. Pomerville
Business Manager/Financial Secretary
Local Union 85*



Local 636

Pipe Fitters, Steam Fitters, Refrigeration & Air Conditioning Service

UA Local 636

DETROIT – **December's regular Union Meeting is a special-called meeting for our Annual Awards Banquet scheduled for Dec. 16, 2025 at PENNAS OFSTERLING, 38400 Van Dyke Ave., Sterling Hts., MI 48312.** Doors open at 6:30 pm with awards and dinner to follow. We look forward to seeing you all there.

There are three other special called meetings. Jan. 6 for nominations for UA Delegates to the UA Convention, Jan. 20 for a vote on an amendment to a by-law, and Feb. 3 is the election for UA Delegates.

Toys for Tots Collection Drive is at 2 locations: **The Union Hall** 30100 Northwestern Hwy Farmington Hills, MI 48334 and **The Training Center** 636 Executive Dr. Troy, MI 48083. Last day for donations is Dec. 1.
PIPEFITTERS LOCAL 636 ONLINE MERCHANT STORE IS LIVE! Sign into the members section on our website www.pipefitters636.org and click the link.

CALLING ALL RETIREES! The next meeting will be held Jan. 15.

The Retiree Association is looking to recruit more retirees to their meetings. The meetings are a great place to catch up, find out helpful information and enjoy very informative guest speakers. **The Retirees will be meeting on the 3rd Thursday of every month at 11am at Local 636 Union Hall.**

REMINDER: Please open all correspondence with the Local Union, BeneSys, and Insurance Providers you receive in the mail.

Following is a list of recent Retirees who have passed their tools and knowledge to the next generation. We thank them for their time in the field advancing our trade and the Brother/Sisterhood they continue to show in our local. **Congratulations on your retirement!**

May 2025; Brian Dyer
June 2025; Robert Desandre, Stanley McClure, David Yuhn

July 2025; Robert Buchanan, John Dozbush, Tanya Holland, David Jarzab, David Machcinski, Michael Polio, Ted Richardson.

Deceased Members – Lifetime Member Ronald R Hella Nov. 17, 2025 father of Ronald M Hella; Charles Larkin November 11, 2025 brother of John Larkin, cousin of Hugh & Mason Larkin.

Get Well Wishes to: Robert Abfalter, Gregory Firth, Robert Fraser, Alan George, Paul Graham, Jason Howe, James Juracek, Ronald Karstens, Clifford Liptak II, Charles Lozon, Eric Mondro, Daniel Mosey, Jason Murdoch, Christopher Orosco, Roger Pruitt, Aaron Schley, Frederick Stiehr, David Stone, Andrew Wisneski, George Podlaski, Brian Hadley, Dung Phan.

DUES – 4th Quarter Dues are due now. Your dues receipt will now be emailed to you; this will help us save on the cost of mailing receipts. Please call the Local to update your email and phone numbers. Local 636 has set up an **auto-pay system** for your dues so you will never miss a payment. Please contact Kim Kavanaugh at the union hall, she will be more than happy to help you with payment made by credit or debit card.

The Ulliance Member Assistance Program is available to all members and retirees. This benefit includes free and confidential mental health counseling, coaching, and 24/7 crisis support. In addition, there are free 30-minute consultations for legal and financial matters. There is a great discount for goods and services as well as free identity theft protection. Go to lifeadvisor.com or call 800-448-8326.

988 crisis helpline. The UA and the MCAA have made a joint investment to spread awareness on the way we approach mental health and suicide prevention. With the implementation of the Department of Health and Human Services 988 Lifeline, new resources are now available. When people call or text 988, they will be connected to trained counselors who will listen, understand how their problems are affecting them, provide support, and connect them to resources.

S.U.B. -NEW- Direct Deposit is NOW AVAILABLE for SUBPAY.

Participants should continue to send all applications and week-

ly proof to the SUB Fund office for review and processing by emailing subpay@pipefitters636.org.

The SUB Fund office will no longer be able to cut checks for walk-ins, only process SUB request.

The SUB Fund office will have all payments entered in the SUB System by 10am on Wednesday.

After 10am every Wednesday, BeneSys will generate the checks in the SUB System and have them printed and mailed from Troy production.

Direct Deposit is now available, members choosing direct deposit will have the payments deposited into their accounts on Fridays. That is the reason for processing being done on Wednesdays.

Direct Deposit Authorization Agreement forms for SUB-PAY were mailed by BeneSys and can be found on our website or you can call the Local for one. **BeneSys** has set up a dedicated phone line for Pipefitters 636 needs and questions, when calling BeneSys, please call **888-646-8920.**

Financial Advisor Jason May with Merrill Lynch Wealth Management has a **new contact number 248-540-2091** or email him at jason.may@ml.com

Defined Contribution Pension Plan. For those members who use the Voice Response Unit, VRU to obtain balance information and transfers funds in your Defined Contribution Pension, the number has changed. The NEW NUMBER for the VRU is **877-410-9984.** Plan provider number is 7526. You can now login to your Defined Contribution account on the Local's Website. Just click on the "Defined Contribution login here tab" and it will take you to the BeneSys login page. The Defined Contribution *corrected* website is www.accountplanaccess.net/benesys. Your initial login information is as follows: Username – Social Security number, without the dashes. Password – Full birth date, without the slashes, (mmdyyy). You will be prompted to update your username and password after initial login. Upon login, the site will take you to the "My Dashboard" page. Here you will be able to review a snapshot of your account balance, investments, and recent transactional activity.

Considering Retirement? Any member may meet at the office during business hours with Jake Regits, Financial Secretary-Treasurer, to begin the process. Jake can be reached at ext. 5, to schedule an appointment so that he can get all of your paperwork in order, or if you prefer, contact our Members Phone Line 888-646-8920 at BeneSys for your retirement paperwork. **Please allow a 60–90-day notice that is necessary** to adequately process the requests for paperwork, getting the forms sent to the participant, the member completing it and returning it to the Fund Office for final processing.

Are you "Work Ready"? Have any of your safety modules expired? Is your Drug Test current? Check your report card at **mustbsafe.org** and if it is time for renewal call the Training Center 248-585-0636 and they will register you. Be "ready" when the calls come in. Safety modules and drug tests are paid for by the Contractors Association. **WHEN YOU STAY CURRENT WITH YOUR SAFETY MODULES, DRUG TEST AND FIRST AID, from Jan. 1 – Dec. 31 you will be eligible for your ready to work payment.**

Training Center News. Local 636 JATC will begin accepting construction apprenticeship applications on Dec 1, 2025 through Dec 20th 2025, all applications must be completed online, see our webpage, Pipefitters636tc.org

Regular night welding runs through Fall/Winter Monday and Thursday nights from 4pm till 8pm.

Certified Brazing class Monday and Thursday Night 4 till 8. HDPE fusion class Sat. 7am for 8 hours.

Mon. and Thur. Night from 5-8 for 5 weeks:

Certified Tube bending and Trade math with Doug

Certified Rigging with Doug

Call Kim to sign up
Orbital class, GMAW and Downhill classes in Nov, call Mike to sign up.



Local 174

Plumbers, Pipe Fitters & Service Trades

UA Local 174

COOPERSVILLE – **MEMBERSHIP MEETING & CHRISTMAS PARTY:** The monthly membership meeting and annual Christmas party will be held on Tuesday, Dec. 2, 2025 at 7pm in our Assembly Hall at 1008 O'Malley Dr in Coopersville. The front office will remain open until 6:55pm.

ATTENTION: This paper is to serve as the official notice to the membership.

Retiree Breakfast: will still be held **Thursday, Dec. 4** at 9am at New Beginnings Restaurant in Coopersville.

Toys for Tots: The 2025 Toys for Tots drive has begun. Please drop off any new and unwrapped toys for donation at the front office by Dec. 2. Your gift will be greatly appreciated!

Union Strong Phone App: If you have not downloaded our app and would like to, reach out to the front office for the link or QR code.

Contract Ratification: At the special called meeting on July 1st, the members voted to accept the bargaining committee's recommendation and ratify the new three-year collective bargaining agreement. The new agreement is as follows:

1st year \$4.20/ 2nd year \$3.30/ 3rd year \$3.30
\$10.80 over 3 years.
Language changes:
Section 13.2 - reduces the number from issuing orders from 4 to 2 to receive foremen pay.

Section 10.2 - Health care will be on hours paid not hours worked. *The contractors will now be administering the ESTA benefit.

Organizing Update: Thank you for all of the continued information of those that are doing our work that deserve a contract or membership! It's refreshing to get a phone call or a text message saying that someone encouraged them to give me a call, thank you! I always urge the workers to try and form a union, that way everyone benefits - even the contractor because of the skilled training and workers. Better wages, benefits, insurance you don't have to pay for, and a defined pension - the message is clear; all workers deserve a UNION! *Work safe, Johnny Ortiz: (616) 307-8551*

Hiring Rule Reminder: As per section 5.8 of the CBA, the 50/50 hiring provision applies only to jobs working under the Local CBA. Any national agreement jobs calling for manpower are not eligible for the 50/50 provision.

Contact Information: If you need to change or verify your contact information, PLEASE CONTACT THE UNION OFFICE as soon as possible so we can keep our system up to date.

FRINGE PLAN THIRD PARTY ADMINISTRATOR: (SOLXSYS). West Michigan Plumbers, Fitters and Service Trades Local No. 174 Fringe Benefit Funds, 5600 New King St, Suite 330, Troy, MI 48098. (855) 407-5862 Toll Free

Health Insurance Contact Info: Active and NON-Medicare Retirees. Aetna: (855) 878-4101 • EAP: (888) 238-6232 • Save-Rx: (800) 228-3108

Medicare Retirees: Retiree First: (616) 345-0788
Current Health Insurance Premiums:
Active Member/Working Retiree \$1,110.33
Non-working Pre-Medicare Retiree \$791.10
Medicare Single \$123.63
Medicare Couple \$247.26
Medicare with Pre-Medicare Spouse \$497.13
Medicare Surviving Spouse \$126.67

Helpers, and Trainees: Please remember that if you are working as a Metal Trades, Helper, or Trainee your raises are based on the day you were first dispatched to work at that classification. If you are not sure of your dispatch date, please contact the Union office. **It is up to you to let the Union office know that you are due for a raise.**

Labor Councils: - Kent Ionia - 3rd Wednesday of the month / 5:00pm / Contact Nathan for location
Lakeshore – 3rd Thursday of the month / CIO Hall 490 Western / 6pm

Training News:
APPRENTICE MEETING: Mandatory apprentice meeting will be held at the Hall on December 9th at 6pm.

FIRST AID: First Aid/CPR/BBP class will be the second Thursday of the month (every month – unless otherwise noted), from 5:00pm-9:00pm. The next class will be held **Thursday, Dec. 11, 2025.**
ORBITAL WELDING: Scheduled to begin Monday, Dec. 15, 2025 @ 5pm. The class dates are as follows: Dec. 15, 16, 17, 22, 23, 29, 30, Jan. 5, 7, 19, 20 and 21 @ 5pm – 9pm. Test will be done on Wed., Jan. 21.

OPEN WELD: Closed due to lack of participation. Look for a new schedule after the holidays.

WELD TEST: Test events will be the second week of every month. Capabilities will be Tuesday nights with weld tests on Thursday nights. In the event of a union meeting being that Tuesday, we will move capabilities to a Wednesday. Next capabilities will be Tuesday, Dec. 9, and the test to follow Thursday, Dec. 11 at 5pm.

WELDER CONTINUITY: If you have weld certifications and have submitted your continuity, your **welder certification status cards are now being emailed** instead of sent via USPS mail.

If you have turned in your continuity but have **NOT** received an updated status card, please contact the Training Office to verify that we have your current email on file.

Please contact Chris Phillips or Nicole Schumaker if you have questions. Call the Training Office @ (616)837-0222 x16 (Chris) / Nicole @ (616)837-0222 x30. Or via text Chris (906)322-1592 / Nicole (231)206-4213.

Moore Mechanical

plumbers seek contract

(Continued from Page 1)

union members, supporters and the now-striking Moore plumbers have walked picket lines outside Moore's Grand Rapids office, as well as holding informational pickets at a large job site where Moore plumbers have been working.

"We're here for these plumbers; they want a contract, and we're here to help them get one," said Ortiz. "These are good guys, good plumbers. One of them asked me, 'when does it stop?' I told him it stops when you get a contract."

The "when does it stop" question by the striking plumber referred to actions taken by Moore's management, who Ortiz said have changed the company's handbook twice in a year to include more company-friendly language. One of the most grievous actions imposed by Moore is to stop paying the plumbers for the drive between the company's shop to the jobsite.

"They reached out to me and asked if Moore can do that," Ortiz said. "I told them, yeah, unfortunately, they can do that, because you don't have a contract." The plumbers have also complained about poor maintenance of company vehicles and the high cost

of co-pays of employer-provided health insurance.

One of the striking Moore Mechanical plumbers is Brendan Nelson, who started his career with the company and has been with them for two years. He said two of his major grievances with the company are the aforementioned changes in the company's employee handbook, and Moore's refusal to treat him and his fellow workers "as skilled professionals."

He said he doesn't necessarily have a problem with the company's pay or benefits, but "I'm single so the benefits don't matter so much to me. But I could see how it would matter more to a worker with a family."

Nelson said another factor in deciding to strike Moore was the "not impressive" Michigan Works training program he had gone through, vs. what he saw was available at the Local 174 Training Center. "I saw their training center and I just said, this is insane, this is where the top dogs go to improve themselves," he said.

With a majority (seven of 12) of the Moore-Grand Rapids plumbers signing union authorization **(Continued next column)**



UA Local 671

MONROE – **The next meeting will be held on December 18th, 2025, at 7pm.** The Executive Board will also have a meeting on **December 18th, 2025, at 5pm.** If anyone would like to come to the E-Board, please contact the Union Hall.

ATTENTION: This paper is to serve as official notice to the membership.

Also, please refer to our website <https://www.unitedassocationlocal671.com/> and its calendar for the latest updates.

Retiree Health Care: Attention all retirees, please be advised that the self-pay amounts will be increasing beginning January 1st, 2026. For information on what your new self-pay amount will be, please contact Carly at the Union Hall.

Health Insurance: You should have received your MRA/Wex card in the mail by now. You can use this card to pay for medical bills or Dental and Vision. If you use it for Dental or Vision, make sure you inform Carly at the Union Hall. It is important that you retain and keep track of all receipts when using your MRA card. If you need assistance with your card, you can call TIC at 517-321-7502. Make sure you only use your card for qualified purchases or payments related to medical care.

Local 671 App: To keep up with the latest information, make sure you download Local 671 App. If you have questions or issues getting logged on contact Mike at the Union Hall.

All upcoming courses and certifications have now also been added to the App under the Training tab. Please contact Justin to register for any training opportunities.

The next weld test will be Nov. 6 at 5pm. You must sign up ahead of time for the test. Please contact Justin.

If you are not receiving the Push Notifications from the App, please contact Mike!

Michigan Plumbing Exam Prep Class: We continue to hold classes to prepare Members who will be taking their Michigan Journeyman Plumbing Test. If you have any questions or are curious about your Plumbing hours with the State, contact Justin for details.

In Closing: As we enter the holiday season, may we be reminded that the greatest gifts we can offer don't come wrapped, they come from the heart. A kind word, a helping hand, a shared meal, or a moment of our time can make a world of difference for someone facing a difficult season.

Let's take this time to look out for one another, lift up those in need, and spread generosity in ways big and small. When we choose compassion, we make our communities brighter and our holidays more meaningful.

Wishing everyone a season filled with kindness, connection, and the joy that comes from helping others.

Mike Jewell: email: mike@ualocal671.com

Kirk Lavy: email: kirk@ualocal671.com

Carly Neely: Insurance Line (734) 241-6180 email: carly@ualocal671.com

cards, Ortiz and Local 174 Business Manager Ryan Bennett went to the local Moore office on Sept. 29 and declared that they wanted the company's volunteer recognition of a collective bargaining process after the "card check" vote to bring in a union. The company's response: "He said we aren't negotiating and they kicked us out of the office," Ortiz said.

Nelson said last week that he goes back and forth on a daily basis over whether the strike is worth it. "I know the management, I didn't want it to go this way. I want the company to do well," Nelson said. "And I look at the guys who are still there, and hope that will realize we're trying to do this for the betterment of all of us."

The plumbers simply want their grievances addressed, Ortiz said. "They still want to work at Moore, but they feel they aren't being heard," Ortiz said. "I know where they're coming from, I worked six years nonunion. They want what I wanted when I went over to the union. I wanted good wages and benefits, but another big thing is, I wanted that voice on the job, to have a say in my future."



Local 292 Sheet Metal Workers

Sheet Metal Workers Local 292

TROY – MEETING NOTICE: The next general membership meeting will be held on Wednesday, **December 10, 2025, at 6:00 pm.** at **Troy Community Center 3179 Livernois, Troy 48083**, 1 block north of Big Beaver on the west side of Livernois. Use the Banquet Entrance. Member meetings are held on the 2nd Wednesday of the month. The **E-Board/Stewards meeting** will be held on **Thursday, December 18, 2025**, at 6:00 p.m. at the Union Hall.

RETIREE'S NOTICE: The next Retiree Luncheon will be held on 12/4/25 at 12:30 pm at Madhouse Bar and Grill, 32787 Stephenson Hwy, Madison Heights, 48071. It's always nice catching up and staying connected. This will be the last Retiree Luncheon for 2025. We will publish the dates for 2026 when they become available. Please contact the union hall via our website Please get in touch with the union hall via our website www.sheetmetal292.com, click on the "Contact Us" page if you would like to be added to the retiree email list.

Important Notice: Pension Benefit Payments Transitioning to Prudential Effective 8/1/25



PAUL
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Pension benefit payments will now come from Prudential, starting with the transfer, Retirees will begin receiving monthly pension payments directly from Prudential Insurance. If your medical insurance premium was being automatically deducted from your pension, this will continue under Prudential. No action is needed. **Advantages of the Pension Risk Transfer:** Greater Long-Term Security. The pension plan is being transferred to Prudential, a highly reputable and financially stable insurance company. Prudential specializes in managing long-term annuity payments, ensuring that retirees receive dependable monthly payments for life. Prudential's sole focus is managing and delivering retirement income. This transfer places retirees' pension under expert stewardship and reduces financial risk to the Union. The amount of your monthly benefit with not change. The payment schedule will continue on time and in full.

LOCAL 292 ANNUITY/WAGE DEFERRAL: Beginning 1/1/26 the Annuity Fund will offer both pre-tax 401 (K) and Roth 401 (K) contribution options. Check your mail for flyers from Local 292 & John Hancock explaining the new option.

ANNUITY FUND ACCOUNT ACCESS: You can now access your Annuity account online, by phone, or by mobile app. The phone number to reach John Hancock is 833-388-6466. To create an online profile and a PIN, visit johnhancock.com/myplan and click "register now." Be sure to choose a strong password. Keep your password safe and change it regularly. To establish your PIN by phone, call 833-38-6466 or 888-440-0022 for Spanish.

MEMBER ASSISTANCE: Please remember, Local 292 partners with Ulliance, an Employee Assistance Program designed to assist members and their eligible family members who may be struggling with emotional, domestic, or substance abuse issues, as well as legal and financial referrals. If you and/or a family member feel this may benefit you, contact Ulliance at **1-800-448-8326** or www.LifeAdvisorEAP.com for completely confidential assistance. Ulliance is **available 24 hours a day, 365 days a year**. Services are of no cost to members and their dependents.

SMOHIT HELPLINE: Call 877-884-6227/ Available 24/7. For SMART 292 Members and their families experiencing an immediate crisis or who need a helpful ear.

SHEET METAL SCHOLARSHIP PROGRAM Applications are being accepted for the Sheet Metal Scholarship program, beginning Sept 1, 2025. Applications must be received by Feb 15, 2026. Eligibility requires that an applicant be an active member, a covered employee, or a dependent spouse or child under the age of 25 of a member or covered employee. The applicant must also be a full-time student or be accepted to be a full-time student at an accredited college or university. Obtain an "Application Request Form" by visiting <https://smart-union.org/why-join-smart/scholarships/sheet-metal-scholarship-programs/> click on the "Sheet Metal Scholarships" tab to download the form or call 202-662-0858 to request the application form by mail.

OUT OF WORK: If you become laid off, you Must complete an Out of Work List Registration /SUB form. SUB forms are available at the Union Hall and through all shop stewards. This is the only way your name will be added to the Out of Work List.

SMART 292 APP: Our new Local 292 App is now live. It is available to all dues-paying members. Download is available through your App Store. Search SMART Local 292. There will be a short waiting period for the verification process.

WEBSITE / FACEBOOK: Be sure to check our website – www.sheetmetal292.com; Facebook page - Sheet Metal Workers Local 292.

TEXT BLAST NOTIFICATION: If you haven't been receiving texts and would like to be added or wish to opt out of text blast, please get in touch with the Union Hall and we will make the change.

TRUHEARING: This benefit of premium hearing aids is available to active eligible participants, dependents, and Pre-Medicare retirees. To get started, contact TruHearing at 1-833-898-1255 for an appointment.

SAFETY MODS AND DRUG TESTS: To access your MUST account, please go to www.mustonline.org or access it through the "links" tab at www.sheetmetal292.com. Remember that your Username is your full S.S. number and your Password is the first four numbers of your S.S. number. Members, please note that if you cannot access the MUST site to complete your safety mods you need to contact the Union Hall.

DUES: Membership dues must be paid in advance of the month for which they are due. The union hall is not open on Saturday or Sunday; therefore, if you pay dues on either of those days, it will not be processed until Monday. If you are on suspension warning, your dues are 60 days late. To avoid suspension, dues must be paid online or at the union hall by 4:00 p.m. on the last business day of the month. Payments received after 4:00 p.m. on the last business day of the month will not be processed and you WILL go suspended. All members are responsible for making sure any required fees, i.e. late fees or service fees, are included if paid online (sheetmetal292.com).

ADDRESS UPDATES: If you move, please contact the union hall to update your address.

CONSTITUTION AND RITUAL: The new Constitution and Ritual of the 3rd SMART General Convention is now available Online. Go to www.sheetmetal292.com, click on the Constitution/Ritual tab located at the top of the home page. The Union Hall now has hard copies if anyone is interested in having one.

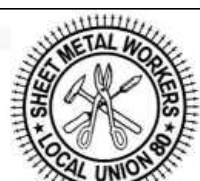
SUBSTANTIATION REQUEST: Many members have received Substantiation Request letters from the Local 292 Benefit Fund office. IRS regulations require that every use of the Benny Card be substantiated or validated as an eligible covered expense under the Plan. The IRS requires this validation; the Fund cannot make exceptions. It is the members' responsibility to ensure all requested documentation is returned to the Fund office promptly. By not responding to the Substantiation Request letter, your Benny Card may be suspended until all requested documentation has been received. If you have any questions, contact BeneSys at 248.641.4992 or the Union Hall.

UNION HALL HOURS: Hall office hours are 8:00 a.m. to 4:00 p.m. Monday through Friday.

THE 4 PLUS MEMBER PROGRAM: The "4-plus" member program is for any Local 292 member who has achieved four (or more) welding certifications. These certifications can be in any welding process. Members who qualify will receive a shirt (one shirt for every four certifications) with the 4 Plus logo, hard hat stickers, and bragging rights. If you would like to be a "4-plus" member, contact your Local 292 Training Center at: **313-623-9390** (Dave) or Quintin at 248.495.6764.

Attention all Welders! We are looking for any members inter-

(Continued next column)



Local 80 Sheet Metal Workers

Sheet Metal Workers Local 80

SOUTHFIELD – This paper serves as official notice for all meetings and elections.

MEMBERSHIP MEETING: Next General Membership Meeting scheduled for Tuesday, December 23, 2025 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076.

EXECUTIVE BOARD MEETING: Next executive board meeting is scheduled for Tuesday, December 16, 2025 at 5:00 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI.

TRUSTEE NOMINATIONS: OFFICIAL NOTICE: At the December 2025 meeting, nominations will be taken for the position of Fund Trustees. Elections will be held at the January 2026 membership meeting. You will vote on 4 positions: Health and Welfare, Pension and Annuity, Sub Fund and JATC. Trustees will serve a 3-year term from the



JASON
GRUNENWALD

January 2026 through January 2029. Your dues must be current if you would like to be nominated.

UNION HALL REGULAR HOURS
Monday through Friday 7:30 - 4:00, unless otherwise indicated.

RETIREE NEWS & MEETING SCHEDULE: 2025 Retiree Meetings: Monday, December 15th. All membership meetings start at 12:30 pm, held at the Local 80 hall. Please enter the hall through the ramp entrance. Any questions regarding joining the Retirees Association please contact Steve Murzen at 248-652-0593. Retiree lapel pins with the SMWIA logo are available to all members of the local 80 retirees' association.

They will be available to all retiree association members at our general membership meetings. Please see the general membership-meeting schedule above.

BENESYS AT THE UNION HALL: Lashone will be in Monday to Thursday from 9-4pm. To schedule an appointment, please 248-813-9800 ext. 3250

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Jeffrey Haywood, Ronald Lau, Nick Koppinger, Dean Hoskey, Jacob Dilla, Patrick Butler, Adam Ozark, Scottie Doyle, Wayne Kerr, Aron Roche, Jason Constantine, Thomas Davey, Brian Fields, Gary Taylor, Joseph Fabian, Timothy Cole, Michael J. Miller, Tyler Wilson

DUES PAYMENTS: are due prior to the 1st of the month. Books close at the end of business day on the last day of the month. Payments made on the 1st will be considered late. No exceptions - once the books are closed, they cannot be reopened. To help you stay on track, you will receive a text reminder before the end of the month. If you're not receiving these reminders, please contact the hall.

WORKING IN OTHER LOCALS: Please remember that if you are working in a jurisdiction outside of Local 80 you must call their union hall and check in as a traveler. It is the member's responsibility to do this, not the contractor's! If you have any questions please reach out to an agent.

BENEFICIARY REMINDER: Please ensure that you have designated or updated your beneficiary choices for all Local 80 and International Association benefits.

ADDRESS CHANGES: If you have a new address please make sure to let the hall know. We will take care of your account with the union hall, which includes the tradesman paper. You will also need to call Benesys at 800-400-7710 to update for insurance and pension documents.

ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE FROM OUR INTERNATIONAL ASSOCIATION: Members who have their dues paid in advance (prior to the month of the accident) are eligible for accidental death and dismemberment benefits up to \$7,500.00. This benefit comes as a dues paying member of SMART International.

WEEKEND WORK ASSIGNMENTS: must be reported by the steward by 3pm on Friday and signed forms returned on Monday to staff@smw80.org

LAY-OFFS: All members must report to the Union Hall immediately upon lay-off. You must be on the out-of-work list to collect S.U.B. or SASMI benefits. It is the contractor's responsibility to issue a termination slip in accordance with our contract.

OUT-OF-WORK LIST: Members must re-register bi-annually: March 1 through March 20 and September 1 through September 20. If you fail to re-register, you will be removed from the list. Your name will be removed from the list 14 days after receiving an assignment.

SUB Application Deadlines and Requirements:
Submit your SUB application within 7 days of your layoff to avoid forfeiting benefits.

Layoff slips must accompany your application to qualify for SUB benefits.

Proof of UIA benefit payments due within **21 days** of the payment date to receive SUB benefits.

Send your unemployment proof to smw80subfund@gmail.com or fax it to **248-557-0297**. To ensure payment by Friday, proof due by **2:00 PM on Tuesdays**.

Important: Do not submit your UIA proof directly to the fund office. For questions, call the hall at **248-557-5757**.

SHORT WORK WEEK SUB PAY: If you miss work due to weather, and you are not laid off, the company must provide written documentation confirming the loss of hours was weather-related. If you work 16 hours or less in a week, you may be eligible to collect SUB, but only if the hours worked are at the beginning or end of a layoff. To apply:

Complete the SUB application at the hall.
Provide a pay stub for the week.
The hall will submit your information to the fund office.
Make sure to follow these steps to ensure your eligibility.

MEMBERS ASSISTANCE PROGRAM: If you're facing challenges in your family, relationships, or dealing with stress, emotional difficulties, grief, or substance use, please reach out to our Assistance Program **Ulliance** at 1-800-448-8326 or visit www.LifeAdvisorEAP.com. Mention Sheet Metal Workers Local 80 when you call.

Training Center News.
Entrance Exam Information. The Sheet Metal Workers Local 80 Apprenticeship Entrance Exam is Wednesday, Jan. 28, 2026. The deadline to apply is Friday, Jan. 23. Requirements include a high school diploma or GED, a valid driver's license and applicants must be 18 years old by April 1, 2026. Applications must be submitted in person and are accepted by appointment only. Appointments can be scheduled by calling the Local 80 Training Center at (586) 979-5190.

Upgrading Classes. Upgrading Classes for the Winter 2026 term begin the week of January 19th and enrollment starts Monday, December 1, 2025. To view the most up-to-date schedule, go to https://www.smw80jac.org/Upgrading_Class_Schedule. To enroll in a class, call the training center starting at 7:30am on Monday, December 1, 2025 - 586-979-5190.

Local 292 cont'd

ested in a Saturday welding class on Dec. 6, Dec. 13, Dec. 20.

These classes would be for members ready to obtain an AWS welding certification, learn how to weld, or need to practice welding.

Note: Anyone who signs up for a class must pay a \$40.00 registration fee that will be refunded on the completion of the class. These deposits are NON-Refundable if you do not show up for the classes. You can drop off the deposit between the hours of 7:00 and 3:00 at the Apprentice School.

Call the Apprentice School at 248-589-3237, Dave's cell 313-623-9390 or Quintin's cell 248-495-6764 to reserve a spot. Remember we must have the deposit before you will be scheduled for the class.



Local 7 Sheet Metal Workers

Sheet Metal Workers Local 7

LANSING – NOTICE: This Newspaper Article shall serve as the Official Notice of ALL meetings for Local 7!

The next Statewide Meeting will be Dec. 11, 2025, at 6:00 p.m.

- *Zone 1 December 10th at 6:00 p.m.
- *Zone 2 December 9th at 6:00 p.m.
- *Zone 3 December 3rd at 6:00 p.m. (Freeland)
- *Zone 3 December 4th at 6:00 p.m. (Traverse City)
- *Zone 4 December 2th at 6:00 p.m.
- *Zone 5 December 5th at 6:00 p.m.

Please be aware that we are all required to report into the Local/Zone/Area/Jurisdiction in which we are traveling outside of our home Local/Zone/Area/Jurisdiction per the SMART Constitution Article 16 Section 10. Failure to report could result in charges and fines that you alone will be responsible for. Do not rely on your contractor or others to report on your behalf, it is your responsibility. Call your Business Representative if you are unsure of who to contact, they will get you the correct reporting information.

Please register on our website at www.sheet-metal7.org for the most up to date information on meeting schedules for 2025. Once you are registered it must be approved in order to be able to log on. Please contact your representative if you have issues registering.

SAM
FULLER

SMART Union Labels: Make the union label work for you! The new and modernized SMART Labels are an essential part to wage equalization, which means more money and work for you. Make sure that you are scanning labels in order to equalize pay and eliminate the incentive to subcontract outside of your area. For more information visit the official website at www.labelscanitreport.com and download the official app by texting "SMART" to 90975.

ZONE 1 Info. Work in the Zone 1 area continues to be busy and will remain this way through the end of the year. If you become unemployed, please update your status with Eric or Vance (Apprentices please notify Ryan as well). If you are experiencing any difficulties with unemployment or insurance, please contact Eric or Vance for any additional assistance. Any Journey persons interested in upgrade classes, please contact Ryan at the Training Center for additional information (269) 781-7183 (class availability depends on the number of individuals interested). **In Solidarity, Eric Farrington and Vance Saunders**

ZONE 2 Info: Work in Zone 2 remains the same with a few members on the out of work list. If your employment status changes please let me know. When traveling to another zone or different local make sure you check in with the agent for that area. The next Zone 2 meeting is Dec. 9 at 6:00 pm. That will be our annual Christmas party, hope to see you there. Always update with me if you have an address or phone number change and dues are always due prior to the first of the month. Hope everyone has a great Thanksgiving spending time with family and friends. Condolences to the Curtis Johnson (CJ) family on his passing, rest in peace Brother. **Work Safe and Thank You, Mike Adams**

ZONE 3 Info: (Saginaw) I would like to wish everyone a Happy Thanksgiving and hope all the hunters are having a safe and successful season. The next Zone 3 meeting is Christmas meeting which will be held at the Back Orchard Barn on December 3rd at 5:30 pm, I hope to see everyone there. If you are laid off please contact me so I can add you to the out of work list. Please make sure your dues are up to date, they are due before the first of the month. If your contact information has changed please call the Lansing office (517-882-4064) * Next Retiree meeting is December 2nd at the Ponderosa in Bay City on Wilder Road. – **In Solidarity, Joe Dotson**

ZONE 3 Info: (Traverse City) Work in our area is still slow with many laid off right now. Per our Agreement, all members must register on the out of work list within 48 hours of layoff, even if it is temporary. Your SASMI benefits may be affected if you do not register. If anyone needs any help on unemployment or insurance bank hours, my number is (231) 590-1112. The new SASMI boot program, along with our own insurance program, requires a yearly physical so please schedule it soon. Our Christmas party will be on December 4 at the Mill Pond Center at 6:00 pm, hope to see everyone there! – **In Solidarity, John Amalfitano**

ZONE 4 Info: Local 7 Zone 4 is starting to slow down a little bit. I have a few guys laid off and a few guys still out of town working. Don't forget to come to the Christmas party on December 2nd lots of good food, good prizes and good camaraderie. – **Your brother, Scott Brotherton**

ZONE 5 Info Work in the UP has hit a little bit of a lull. Now is a good time to get your Mine Safety Training up to date. If you need a refresher please sign up for that at unconstruction.org. The Local 7 Zone 5 Christmas party will be Friday December 5th at 6:00 at the hall in Gwinn. Hope to see everyone there. – **In Solidarity, Brandon Langenfeld**

Dues Department: *Online dues payment is now available* Dues from all members of local unions shall be paid monthly or quarterly, but always in advance. To better serve our membership, we accept Credit Card Payments in lieu of your monthly dues. If you would like to take advantage of the Credit Card Service, a finance charge will be applied – Please call the Lansing office during regular business hours at 517-882-4064 to make your payment.

Address/Telephone Changes: Article 8, Section 1 of Local 7 Work Rules: *Address Changes:* All members are required to keep the Financial Secretary informed of their correct address. A notice mailed to the last address shall be sufficient and legal. If you have moved or changed your telephone number, please contact the union hall to update your records.

BENEFITS: For Benefit questions please contact the area office. Zone 1 – BeneSys 866-822-7037, Zone 2 – TIC 866-887-4338, Zone 3 – BeneSys 800-451-5733, Zone 4 – BeneSys 800-842-2690 and Zone 5 – Wisconsin H & B Fund 800-654-2329.

DEATH CERTIFICATES: Please submit to the Union Hall a copy of a Death Certificate for deceased members. Additional benefits from the International may be available.

CONTACT US: 4931 Contec Drive, Lansing, MI 48910–517-882-4064.

Local 7 Officers:

Samuel Fuller (Business Manager/Financial Secretary-Treasurer) **517-882-4064**
Eric Farrington (Agent-Lansing/Jackson) **517-242-3223**
Vance Saunders (Agent-Battle Creek/Kalamazoo) **269-569-9200**
Mike Adams (Agent-Grand Rapids/DuSable) **616-299-3752**
Joe Dotson (Agent-Saginaw) **989-225-0095**
John Amalfitano (Agent-Traverse City) **231-590-1112**
Scott Brotherton (Agent-Flint) **810-836-3552**
Brandon Langenfeld (Agent-Upper Peninsula) **906-372-9288**

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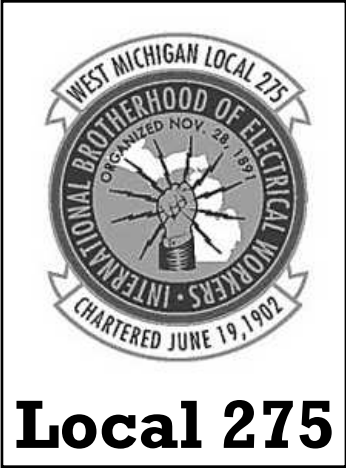
(248) 960-1200

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IBEW Retiree Steve Marshall's grandson, 12-year-old, James Woodstock Marshall, got his third deer in as many years this month hunting at the farm. Good job James!



IBEW Local 275
COOPERSVILLE – Work Outlook: Work in the jurisdiction remains steady for journeymen with calls on the job recorder regularly. Please continue to call the job line if you are seeking work in Local 275. Hart Solar is just starting to have calls regularly, and Freshwater solar will begin manning up soon.

Volunteer Info: Labor Rings the Bell is just around the corner! Please call Nicole at the Union Hall to reserve your shift for the Saturday following Thanksgiving! Spots are filling up quickly!

We have a Toys for Tots donation box in the front lobby of the Union Hall. Please feel free to donate any new, unwrapped toys for this great cause! The donation box will be here until mid-December!

West Michigan RENEW/ EWMC: Meetings will be held monthly on the 4th Tuesday of every month, 6pm via ZOOM. The ZOOM link will be available on Local 275 Members Only Facebook group as well as on the Local 275 Mobile app.

Veteran's Committee: Meeting will be held monthly on the 4th Tuesday of every month, 6pm at Muskegon Community College Tech Center in downtown Muskegon. (388 W Clay Ave.) Room 125.

Training: Code update will only be available online until going forward. Please go to the JATC website at www.wmjeatc.org and click the Code Update Course link to sign up. The cost for members is \$40.

The JATC is now offering Master's Exam Prep courses. Please reach out to the JATC for more information. wmjatec@gmail.com

Anyone interested in signing up for Foreman training or Steward training, please reach out to Jonas at the Hall to get on the list.

General Info: If you want to get added to our blast email list, please reach out to Nicole at the Hall to get on the list.

For any members still using the 1-800 number to call the Union Hall Offices, please note that we removed that line several months ago. If you are having trouble reaching the office, please double check that you aren't using that number.

As a reminder, the Local Union Hall offices have changed their hours. The offices will be open from 8am-12:30pm, 1pm-4:30pm.

Monthly dues will be increasing by \$1 in July of 2025. Please adjust any automatic payments to reflect the new monthly dues amount of \$50.90.

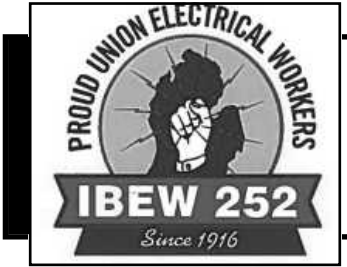
Delinquent Members: At the time of this writing the following members are three months or more behind on dues: Matthew Buikema, David Daum, David Irwin, and Andrew Kruiethoff - Please make every effort to become current with your dues as soon as you can.

"Don't worry about people stealing an idea. If it's original, you will have to ram it down their throats."

—Howard Aiken (1900 - 1973)

"Everything is vague to a degree you do not realize till you have tried to make it precise."

—Bertrand Russell (1872 - 1970)



IBEW Local 252
ANN ARBOR – The Business Office would like to wish all our members and their families a Happy Thanksgiving.

IMPORTANT UPDATE FOR EARNED SICK TIME ACT (ESTA): We need official complaints filed with the State of Michigan if you are being denied earned sick time from your employer. NECA has dropped their appeal but is still refusing to acknowledge the ESTA in our jurisdiction. We need as many complaints to the state as possible. To file a complaint please use one of the following options:

- Online (fastest method): www.michigan.gov/wageclaim
- Fax: 517-763-0110
- Mail: Wage & Hour Division, P.O. Box 30476, Lansing, MI 48909-7976

- In Person-- Lansing or Detroit BY APPT ONLY 530 W. Allegan St., Lansing, MI 48933 (Mon through Friday; 8am-4pm) 3026 W. Grand Blvd., Suite 2-750, Detroit, MI 48202 (Mon and Wed only; 8:30am-4pm)

Please reach out to the hall if assistance is needed.

BE SURE TO KEEP BENEFICIARY FORM UPDATED: A friendly reminder that beneficiary forms are available at the fund office **AND** at the hall for anyone that may need to update beneficiary information. If your information needs to be updated, it needs to be updated at **BOTH**.

TRAINING CLASSES 2025: ALL CLASSES START AT 5 PM

CPR/First Aid: Tuesdays, Dec. 2, 9

All classes require a \$50 deposit. Call the school 734-475-1180 to add your name to the desired class ahead of time. All evening classes are held from 5-9 p.m.

If there's interest in a class not listed, please call the school and request it. Once there's enough interest in the class, it will be scheduled.

2025 UNION 4 LIFE GUN CALENDAR: Purchase your 2025 USA Union Sportsmen Calendar and enter the USA's 2025 2-Guns-A-Week Sweepstakes for 104 chances to win a firearm in 2025! Prize winners will be drawn each week. Sweepstakes entrants are eligible to win multiple prizes! These calendars make great Christmas gifts for the hunters/gun enthusiasts in your life or just treat yourself for a chance to win! Calendars are \$35.00 and can be purchased from an apprentice, the training center, or online at www.union-4lifecharity.com.

IBEW 252 APP FOR ANDROID: If you use an android phone, you must redownload the IBEW 252 app, which is now available in the app store.

MOTT KIDS/ ROCKIN' FOR THE HUNGRY: We are once again supporting charitable drives for Food Gatherers and Mott Children's Hospital. This is a great cause that IBEW members, NECA, and electrical contractors have been supporting for many years. Please help if you are able. We will be accepting donations at the Union Hall until Dec. 4. Please make donations by cash or check payable to Food Gatherers or Mott Kids. Local 252 will be featured on Ann Arbor's 107.1 FM on Friday, Dec. 5 for our day of sponsorship.

HOLIDAY PARTY: Please join us for our annual holiday party on Dec. 13. The party will begin with hors d'oeuvres at 6:30 p.m. and dinner will be served at 7:30 p.m. The local is providing entertainment, beer, set-up and dinner. BYOB. A donation by cash or check may be made on the night of to IBEW L.U. 252 Entertainment Committee.

EWMC CHEF'S CHOICE COOK OFF: Join us Feb. 21, from 4-9 p.m. at the Union Hall.

Cook and bring your favorite and best recipe(s). The best savory and sweet dishes will be voted on with a reward for the winners. Please have an ingredient list for allergy purposes. This event will be on the same day as the RENEW Euchre/Cribbage Tournament. If you would like to volunteer or have any questions, please contact Yohance Jennings (313) 283-3294 or Dan Beck (810) 858-0033.

RENEW BENEVOLENT EUCHRE & CRIBBAGE TOURNAMENT: Join us Feb. 21 from 4-9 p.m. at the Union Hall. Stop in and play some card

IBEW LOCAL 252

games. Tournament winners will receive gifts. If you're willing to help with set up, run games, clean up, or to make a donation please contact Dan Beck (810) 858-0033. This is the same day as the EWMC Cook Off.

RETIREE'S CARD GAME: The first Thursday of every month Local 252 and UA 190 retirees meet at the Union Hall for card games and donuts. The games start at 9 a.m. Please join the fun.

RETIREE'S BREAKFAST: will take place on the second Wednesday of each month at **9 a.m. (new time)** at Leo's Coney Island, 160 S. Zeeb Rd., Ann Arbor, MI 48103. There is parking and entrances at both the front and rear of the restaurant.

M.U.S.T DRUG TESTING: Please make sure your MUST drug testing is current as you cannot work on a U of M project or several other projects in the jurisdiction without being current. Local 252 has a zero tolerance for alcohol or drug use.

ERTS: Please make sure that you are signed up for the Electronic Reciprocity Transfer System. You must be signed up for ERTS before working outside of Local 252's jurisdiction or your benefits will not be transferred back.

EMPLOYEE ASSISTANCE PROGRAM: Local 252 partners with Health Management Systems of America to provide Employee Assistance for several issues. For confidential 24/7 assistance, call toll-free 1-800-847-7240, or visit www.my-life-resource.com and use username: hmsa, password: myresource for more information.

AFLAC INSURANCE: Aflac has teamed up with the IBEW to offer its members Aflac benefits at a reduced rate. Contact Representative Lisa Enerson for information about Accident, Cancer, Critical Care, Dental and Vision insurance from Aflac. Phone number: (517) 306-0144.

RETIREMENT: NEBF and IBEW PBF applications take 3 months to process but can be filled out as early as 6 months before your planned retirement effective date. If you are nearing retirement, please contact Alana at the Union Hall to start your paperwork at least 3-6 months before your planned retirement date. You will be asked to submit copies of social security cards, birth certificates, marriage certificate, divorce decrees, etc. for you and your spouse with your applications. For a full list of required documents please contact the Union Hall.

CONDOLENCES: The Local sends our sincere condolences to the family of Robert "Bob" Rearick, who passed away on Nov. 15, 2025. The Local sends our sincere condolences to Leon Steers and his family for the passing of his wife, Earla on Nov. 15, 2025. Earla was the mother of Kurt Steers and grandmother of Dan Beck. The Local sends our sincere condolences to Ed Allen and his family for the passing of his son, Jim, on Nov. 17, 2025.

DUES PAYMENTS – Please look at your dues receipt. If your dues paid through date shows 09/2025, your dues are not current. The Union Hall accepts payment by cash, check or credit card. There is a 3% discount for paying by cash or check. Dues for "A" members are \$143.25 by cash or check, or \$147.55 by credit card for fourth quarter 2025. Dues for "BA" members are \$73.80 by cash or check, or \$76.01 by credit card for fourth quarter for 2025. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your fourth quarter dues (October through December) are due now.

Payments for fourth quarter dues will be accepted no later than 11:30 A.M. on Wednesday, December 31, 2025.

IMPORTANT DATES:
NOVEMBER 27-28: BUSINESS OFFICE CLOSED FOR THANKSGIVING
DECEMBER 4: ROCKIN' FOR THE HUNGRY/ MOTT KIDS DONATION DEADLINE
DECEMBER 13: HOLIDAY PARTY
DECEMBER 31: FOURTH QUARTER DUES DEADLINE 11:30 A.M.

"Never have children, only grandchildren."

—Gore Vidal (1925 - 2012)



IBEW Local 948
FLINT – Meetings.

Membership Meeting - Our next regularly scheduled membership meeting will be Dec. 8, 2025 at 6:00 PM.

Retiree Meetings - Retirees' next meeting will be Dec. 2 at 9 a.m.



IBEW Local 445
BATTLE CREEK – Christmas at the Hall. You should be receiving your postcard with your invitation to the Christmas at the Hall on Dec. 6, 2025, 9am. Reminder, this is an RSVP event, and the cut-off date is Nov. 26. No late RSVP's will be accepted. Please call the Hall at (269) 964-4545 ext. 5 or email to ibew445.com. I need your child's name and age.

Paying dues late If you pay your Monthly/Quarterly Union Dues late, you will be assessed a \$10 assessment for each month late. If you do not pay for the Late Fee Assessment, it will be added to your account as a delinquent amount due. If you are unsure if you have an amount due on your account, please call Wanda at the Hall to verify your status.

Death Benefit Assessments Please contact the Hall to verify if you have any Death Benefit Assessments due on your account before paying your dues so that you can add it to your quarterly due's payment.

Organizing If you know of any Electricians interested in joining the IBEW, please contact Travis at (269) 339-8377. The International Brotherhood of Electrical Workers 2022 Constitution states **"The object of the IBEW is to organize all workers in the entire electrical industry."**

Retiree Breakfast: The Retiree monthly breakfast at 9am at Lux Café at 2587 Capital Ave SW. Mark your calendar for the third Thursday of each month to attend.

2025 dues structure The Delegates of the 40th IBEW International Convention, which was conducted in Chicago, Illinois in 2022, approved several amendments to Article IX of the IBEW Constitution.

As of **Jan. 1, 2026**, the following due's structure:

JlWs:
Monthly \$61.00
Quarterly \$183.00
Apprentices:
Monthly \$50.00
Quarterly \$150.00

IBEW Local 445 App/ Website The new app & website are now live. Local 445 Members can register to access the app. You are now able to pay your dues online via the app or website. Please visit the app & website to access the calendar of events. Please notify the Hall if you have any questions or concerns with the App or Website.

The General Membership Meeting is on the second Monday of each month and starts at 5:00 p.m. at the Hall.

Local Website - Please check the Local 445 website for the latest information, including job postings. The Local 445 web address is IBEW445.com. Make sure you check out the **Benefits Tab** for important related websites.

2025 Personal information Please keep your address, phone number and email address up to date at the Hall. Also, contact the Hall with marriages, births of children and divorces. You have a limited time frame to add/remove dependents. Beneficiary cards and forms are also available at the Hall when you need to update them.

Executive Board E-Board meets on the fourth Monday of each month starting at 4:30 p.m. **Respectfully Submitted, Wanda Secret Recording Secretary**

Book Signing - For any members looking to sign our books please refer to our hotline at (810) 767-3308 Ext #5 or report directly to the hall.

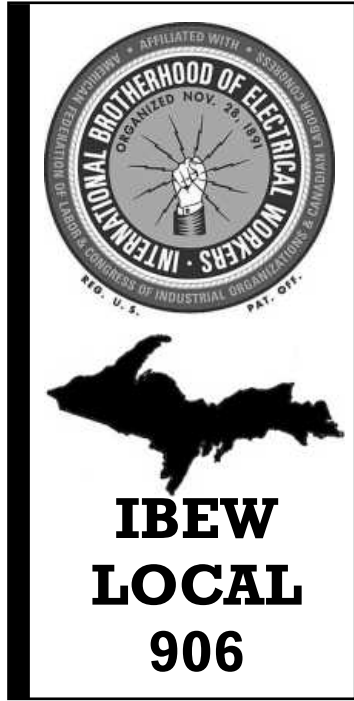
Our work outlook is steady with a slow ramp possible leading to the upcoming months. For further details on job information please ensure the hall has your email address for our job calls and re-signs.

Dues Reminder - Members, please ensure your dues are paid in full. For any questions, concerns, or payments please see Jenny Wallace or call the main office at (810) 767-3308.

Seeking New Membership - As always, we are actively seeking to organize new membership. For any questions, concerns, or interest please contact Organizer Eric Crites.

New Store Stock - To all members interested, we have merchandise at our hall. Stock includes shirts, hoodies, hats, and other apparel. For any questions or purchases please contact Jenny Wallace.

New Membership - Welcome to our latest member Maxwell Cavric. We look forward to working with you and hope to see you in the field.



IBEW Local 906
UPPER PENINSULA – MEETINGS.

Marquette- Dec. 2, 7:00 PM
119 S Front St, Marquette, MI 49855

Escanaba- Dec. 10, 7:00 PM
1219 1st Ave South, Escanaba, MI 49829

Iron Mountain- Dec. 9, 7:00 PM
1800 N Stephenson Ave, Iron Mountain, MI 49801

Brothers and Sisters, Happy Thanksgiving! For the month of December there will be normal unit union meetings.

Merchandise is available for pick up at the hall or delivered to a union meeting. Payment can be done in person, over the phone, or on the app/website.

Work outlook is holding steady heading into winter of 2025. Currently we have a 1 man call for Code Electric in the Marquette Area, a 4 man call for MJ Electric at Renegade Solar in Rock, a 1 man call for MJ Electric in Iron Mountain, a 1 man call for Northern Power on Mackinac Island and a 1 man call for B&B Electric in Iron Mountain. Reminder that there is a retiree lunch the third Thursday of every month at the Vierling Restaurant in Marquette at 11:00 am EST.

We have a new website and mobile app. Please reference those new tools for any new announcements and updates within the local. The website can be found at ibew906.org and the app can be found under IBEW 906. Dues payments can also be made through the app and website. If you have any questions or are having trouble with the app please call the hall.

There is a 2026 Negotiations Survey under the Announcements tab on the Website and App, we encourage everybody to submit what they would like to see in these upcoming negotiations.

There is a RENEW (Reach out and Engage NEXT Generation Electrical Workers) zoom meeting held the first Thursday of every month at 8:00 pm est. To get the zoom link please reference the calendar section of the app or website.

A friendly reminder that monthly dues increased \$1.00 effective July 1, 2025 bringing the monthly dues total to \$49.00 per month. Please keep this in mind if you are mailing a check for dues payment. There will be no Dues increase for 2026.

IBEW Local 906 will be hosting their 3rd annual Christmas Party at the Island Resort and Casino in Harris, MI on Jan. 2, 2026. Please call the hall to sign up by Dec. 11.

If you have a change in address or phone number please make sure to let the hall know so we have your information up to date!

Retirees - Congratulations to Larry Richter on your pension application. The membership would like to wish you a healthy and relaxing retirement.

Draping of the Charter - Our condolences to the family of David Markee, Phillip Rozier, Robert Shourd. We are tremendously sorry for your losses and will continue to keep our Brother in our hearts.



IBEW Local 498
TRAVERSE CITY – Meetings.

Regular E Board- The next regularly scheduled E-Board meeting is set for Friday, Dec. 12, 2025, @ 5:30pm.

Regular Meeting – The next regularly scheduled membership meeting is Scheduled for 7pm Friday, Dec. 12, 2025.

DEC 2025 Meeting Date Change – Reg Meeting change to Friday Dec 12, 2025 to help with traveling Brothers and Sisters to attend the Holiday meeting. Please Bring a dish to pass. Postcard reminders will be sent out soon.

Santa Party – Santa Party is scheduled for Saturday the 13th of December. Please bring your kids!!! We need your kids here to meet Santa and submit their Christmas wish lists. Food and snacks provided. Postcards will be sent out soon. Please remember to RSVP so we can plan for supplies and gifts for everyone attending.

Resale Items – The new order of Tee shirts is in, as well as Beanie Hats for resale. Proud Union Home signs are in and available at the hall. Free to members in good standing.

Retiree breakfast- Several of the retirees meet at Sparky's Diner off of South Airport road every Monday morning at 9am. So, if you are retired or not and want to join in the conversations and possibly some old wives' tales or other embellished stories, show up at Sparky's.

Scholarship – Past charter member Brother Bob Dost has a scholarship 'Robert Paul Dost Scholarship Endowment' for High School seniors in the 5-county area around Traverse City. To access it go to www.grtc.org/scholarships/. Local 498 Union members' children get preference to the endowment. A huge thank you in Memory of Bob Dost for his generosity and being a great union member.

Service Pins – Service Pins are still available at the union hall for those members who have not received them. Stop by and get yours today!

Email Addresses - Any member that would like to have Local 498 forward communication to them from the International, Local 498, AFL-CIO or the Building Trades, to help stay informed to current events, politics, contracts, work, etc. Please call or email your current email address to Local 498 at ibew@local498.net Thank you!

Important numbers for you to write in your address book:

MEEHP (Health) 1-855-633-4584 Fax# 1-952-854-1632
Website: www.michiganelectrical.org

MEEPP (MI Pension) 1-855-633-4584

(New address Michigan Pension and Health Plan)

3001 Metro Drive Suite 500, Bloomington, MN 55425
NEBF 1-301-556-4300
NEAP 1-301-556-4300
IO Pension 1-202-833-7000
DUES RATES

July 1, 2025 – Dues increase to \$164.10/Quarter.

Info Updates – Any member with a new address, phone number, email address, etc. should contact Local 498 with these changes.

Please remember it is your responsibility to pay your dues on time.

Remember to check the hall recorder at night after 4:00pm for any jobs that might be available. 231-943-4980 ext. 2#





IBEW

Local 131

Serving Southwest Michigan
Since 1916

IBEW Local 131

KALAMAZOO – We wish everyone a **Happy Thanksgiving!** The Hall will be closed Thursday, Nov. 27th and 28th for Thanksgiving.

We will also be closed on Dec. 25 and Dec. 26 for Christmas and Jan. 1 for New Years Day

Holidays: Thanksgiving, the Friday after Thanksgiving, Christmas Eve, Christmas, and New Year’s Day (as well as Memorial Day, Fourth of July, and Labor Day) are all Holidays under the contract.

DBRF Assessment: Earlier this year, a new bylaw was approved to increase the Death Benefit Retirement Fund to \$10 per member for each retiree/decedent. This benefit is to be assessed once per year at the end of the year. This means each member will be assessed \$10 for every Local 131 member who retired or died as an active member after April 25. \$3 will be assessed for retirees and decedents prior to April 25.

The next **General Membership** Meeting will be held on Dec. 1, at 6 p.m.

The next **Renew & EWMC** meeting will be held on Wednesday **Dec. 10, at CJ’s at 5 p.m.**

Veteran’s Committee Meeting: Dec 4 @ the Hall (1st Thursday of each month)

The Executive Board meeting will be held on Monday, Dec. 15, at 5 p.m.

Brotherhood Night is on the 2nd and 4th Wednesdays of the Month @ CJ’s **beginning at 3:30.** 1027 Schuster Ave, Kalamazoo, MI 49001. Keep an eye out for location changes on the Local’s FB page.

Hall Hours: Monday thru Friday 8AM to 12:30PM and 1:30PM to 4:30PM

Upcoming Events:

Dec. 17 Retirees Christmas Party @ the Radisson: Call the hall to RSVP. Lunch starts at 11a.m.

Toys for Tots: Donation boxes are at the Hall now thru the 1st week of December. Please donate new toys

Work Outlook: Many members are working in neighboring locals, particularly Blue Oval Battery Plant in Marshall. Palisades Nuclear Facility is expected to have work for the foreseeable future, and likely into spring of 2026, paying \$57.78/hr. Westinghouse is expected to need manpower for Palisades sometime in the near future, but so far have not placed a call. **The work situation in and around Local 131 appears to be stable until spring.** American Axle Manufacturing in Three Rivers announced a \$133 Million upgrade to its plant. Palisades is expected to begin construction of its new SMRs sometime in 2026. There are also tentative plans for solar farms in the jurisdiction, so 2026 may prove a very busy year for Local 131.

Solar Fields, Data Centers, and infrastructure: There are many projects in our area being cancelled or rejected due to local opposition, usually based on bad information and reactionary politics. To help secure work and build prosperity for our Local and our community, please speak up and participate in local meetings and board hearings.

Projects to support - Fabius Twp. will be reviewing a special land use request for Three Lake Solar on Dec. 9, 2025 @ 6PM.

Retiree’s Lunches at the following Locations:

Dec. 17, Retires Christmas Lunch. It will be held at the Radison Plaza Hotel at Kalamazoo Center, 100 West Michigan Avenue, Kalamazoo MI. 49007. RSVP.

January 21, Lunch at Olive Garden Italian Restaurant, 6700 Westnedge Ave. Portage, MI. 49002

Every Tuesday, a group of Retirees meets at The Crew, 5200 Portage Road, Portage, MI @ 10 a.m.

On the last Friday of each month, a group of retirees and others, meet at Jac’s Cekola’s Pizza, 3112 South Ninth Street, Kalamazoo, MI. 49009 @11:30.

Members Three Months in Aears or More: Deshaun Derden, Josh Cook, Clayton Northrup, Stephen S Johnson, Jason Fairfield

Jonathan Current
Business Manager
IBEW Local 131



IBEW

LOCAL 692

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS BAY CITY MICHIGAN

IBEW Local 692

BAY CITY – **The next monthly membership meeting** will be held at 6:00 P.M. on **Monday, Dec. 1, 2025.**

The next Executive Board Meeting will be held at 6 P.M. on **Monday, Dec. 15, 2025.**

Retirees Lunch. The December retiree lunch is scheduled for 1 P.M. on Thursday, Dec. 18 at Washington Street Irish Pub, located at 112 Washington Avenue in Bay City.

Message from the Business Manager. Good Luck to all of the Hunters who are in the woods. I hope you are all safe and enjoy a very successful season. No matter what, it should be a great time for all of us to de-stress a bit and give us all a bit of a mental reprieve. I know I will be enjoying time in the woods.

As we approach the Christmas holiday, please note the hall will be closed on the following days: Thursday, Dec. 25 and Friday, Dec. 26.

Visit with Santa. Santa will be visiting the 692 Hall on **Saturday, Dec. 13 from 10AM – 12PM.** Bring your kids/grandkids for games, photos, and individual time with Santa. A gift will be given to children ages 10 and under. **Please RSVP by Friday, Dec. 5** with names, gender and ages of children attending to Season Holdwick at sholdwick@ibew692.org or call the hall at 989-684-4510.

The work report in our jurisdiction continues to be very strong. Many calls have been very difficult to find the amount of help needed. Calls that may require additional manpower include:

Motor City Electric is finishing up work on the new line at Bay City’s GM Powertrain site. **Nelson Electric** and **Superior Electric** also have ongoing projects at Powertrain. **Nelson** also secured the Delta College S-Wing lighting upgrade.

AZCO continues work at Consumers Energy’s Karn Solar site in Essexville. More calls are expected in mid-December and may continue into January.

Van Ert Electric has begun work at their solar project in Gladwin and more calls are expected late December or early January.

Countyline Power has ongoing work at the Bay City and Mt. Pleasant Water Treatment facilities and Harrisville Pumpstations. Countyline Power has also a high voltage termination project at Michigan Sugar in Bay City.

Clements Electric’s work on the Midland Center for the Arts and Dow Gardens Welcome Center continues, as does work at Mersen USA and Bay Co. Health Department. Contracts for Oddfellows Hall in Midland, a housing development in Downtown Bay City, Bay City Animal Control and Bay Co. Road Commission have all been signed with work to start soon. Another housing complex in Auburn is also underway. Work also continues at Mersen for Clements along with being awarded a nice project out to Michigan Sugar in Bay City

Conti Electric has projects that are ramping up inside the I-Park (Dow) and ongoing work at the Karn Generation Facility.

Escon Group is ramping up work within the I-Park and Consumers Energy service centers.

Master Electric continues work at Clare Co. Road Commission. **Ted’s Electric** has work in Mt. Pleasant and Clare Schools. **Bay Valley Electric** is continuing work at Bay Valley Resort. **John’s Electric** has work through the winter at Clear Lake and Hoeft State Parks. **Swan Electric** has secured a decent project at TCE Charlton in Johannesburg. **Northern Valley** continues work at the Holcim Cement Plant and Oscoda’s Air Base, as well as many smaller projects and service calls. **J. Raymond Electric** has a project at Warbler’s Cove Campground near Rose City.

We do need some wiremen to man our local work or market share will be lost. Open calls continue to be available on a weekly basis. We saw this scenario play out in our past, let us not repeat our mistakes. Rest assured, your organizers will be working diligently to fill all open calls with qualified hands by any means necessary. If you are looking for work, please do not hesitate to contact the Union Hall. Please note when calling the job line to use extension #1.

In Solidarity, Ryan Charney,
Business Manager / Financial Secretary

IBEW 557

SAGINAW – **UNION NEWS-** The next Local 557 Union Meeting will be held on Tuesday, Dec. 2 at 6 pm. This meeting will be catered for celebration of Christmas. Service pins will be awarded to those that have reached certain membership milestones. The December Union meeting is a great time to catch up with some old friends.

MEETING PARKING - To help the congestion around the Hall on meeting night, members may park freely on the property directly to the west of the Union Hall as the acquisition of the property has been completed 100%.

MEMBERSHIP MILESTONES – Those achieving a membership milestone this year include: 50 years of membership – Gregory Iles. 55 years of membership – Gerald Arch, Brent Behm, Ronald Ciesla, Richard Doerr, Charles Fitch, Dale Walls and Thomas Ward. 60 years of membership – Lowell Jones. 65 years of membership – Richard Woods. Thanks to these Brothers for such a long commitment to the IBEW.

LOCAL 557 RE-VAMPED WEBSITE – Recently the Local 557 website received a much-needed make-over. The feature to pay dues online is now fully active. The credit card fee for using this feature is also less than the normal of providing your card information to the Hall the old-fashioned way. To pay dues online, you will need to initially set up the new service by entering your card number as the username and the temporary password is your last name and the last 4 digits of your SSN. Upon completing this, you can then change your password. If you haven’t checked this out yet, please do as it is very convenient.

APPRENTICESHIP PROGRAM BUILDING – Due to the apprenticeship program suffering a setback on Sept. 17 when a fire broke out at our shared facility in Flint, we are currently in the process of obtaining a space to conduct classes in the short term. Short term plans will allow the flexibility to decide on the long-term plans of the program.

The JATC met in October to come up with a plan while more information continues to be gathered regarding the current facility and its status going forward. The investigation into the fire is still progressing. Currently, the Flint/Saginaw Apprenticeship program has pivoted to having classes as much as possible at the two Union Halls in Flint and Saginaw. Soon the program will have more information regarding where classes will be held to get the program’s training back to the status it was before the fire.

SAGINAW SPIRIT GAMES – Local 557 has again sponsored the Saginaw Spirit through the Labor-Management Committee. Season tickets will continue to be given away at Union meetings for the remainder of the season. The Local has 3 more dates reserved with a large quantity of tickets that will be made available as we get closer to those games. Upcoming games with blocks of tickets and the Eagle’s Nest are on Jan. 10, Feb. 22, and March 14.

JOBSITE SAFETY - Jobsite safety is and should always be #1 on all IBEW jobs. No deadline or profit should be placed ahead of the simple fact that members need to go to work and return home in the same safe state in which they were prior to their day of work. All members should be as diligent as possible when it comes to making sure work is completed in a safe manner.

EARNED SICK TIME ACT- Michigan’s new law requiring employers to pay their employees Earned Sick Time (ESTA) is in full effect. All members working in the State of Michigan have rights to utilize this law. Members should look to utilize this benefit as intended. If you are experiencing any issues regarding this matter, please visit the Local’s website and follow the link to the State of Michigan’s site to file a complaint or contact the Union Hall for help.

LOCAL 557 ORGANIZING- With work being solid throughout the area, organizing is as important as ever. Local contractors are continuing to do the traditional work in the area on top of the bigger projects. These projects are extremely important to the Local and we need to do everything we can to keep manning that work. Whether work in the Hemlock area continues for a prolonged period or not, it

IBEW Local 557

is vitally important to keep all other work of the IBEW in mind. Moving forward, Local 557 will be focusing hard on keeping these projects successful. The future of the Local depends on this work.

Rex and Gus are doing great work for Local 557 on the organizing front. Organizing is a tough task. Some conversations with unrepresented workers are harder than others. Please give Rex and Gus all the help they need to succeed and get results for the Local. If you see something and wish to point it out to them, please reach out to Rex at 989-890-4578 and Gus can be reached at 989-941-8046.

PROJECT PHOENIX- Work on the Mega Project is slowing down. Some calls have come in lately. It is difficult to tell if there will be more hiring for the project. Members on the project currently should have a good chance of remaining there for a good portion of this winter.

UNION HALL OPERATIONS- Normal Business Hours are Monday-Friday **7am to 12pm, CLOSED for lunch, and re-open again from 1pm to 4:30pm.** Local 557 will be closed on Thanksgiving Day, Nov. 27 and also Nov. 28.

BOOK SIGNING- If you are a Local 557 member and receive a lay-off while working on a 557 referral, you must come to the hall and sign Book 1 in-person. Many Locals throughout the State of Michigan will continue to accept fax/email initial book signings. If you are interested in this reciprocated benefit and would like to be on some out-of-town Books, please call the hall to arrange this. Book 2 members can have their Union Hall send an email to either jobline@ibew557.org or renee@ibew557.org

WORK OUTLOOK- Project Phoenix is winding down at this point. Breckenridge Solar for J. Rance is nearly manneup. Local contractors continue to work on various projects at schools, hospitals, auto plants, and other various jobs. Positive news is expected to come in regarding the Downtown Saginaw Medical Diamond.

HEALTH CARE- Don’t forget to schedule your annual physical with your doctor. By completing your annual physical, you could catch a health concern early and help keep the cost of health care down. Registering on the Blue Cross/Blue Shield website is highly recommended. Please take the time to visit www.bcbsm.com. Upon registering you can take the Free Health Assessment test and find instant results that can lead to living a healthy lifestyle.

BLUE CROSS APP- Download the Blue Cross/Blue Shield of Michigan app for your smartphone. Search for “BCBSM” on the Google Play app or Apple store. Benefits to utilizing the app include the following: instant access to EOB’s, a virtual ID card on your phone, information on deductibles, explanations of coverage and other helpful tips related to your Health Care coverage. EOB’s can be downloaded to smart phones or computers and used to substantiate WEX receipt request.

JOB CALLS- Please stay vigilant checking the Job Line if you are seeking work. **All work calls for the day will be available on the Job Line after 4:30 pm. IF YOU ARE SEEKING WORK don’t forget to CALL 989-781-0516, option 3.** Local 557 utilizes a bid system for job calls. If you see a call you would like, please place a bid on the telephone system and call backs will occur the next business day to fill the calls until they are gone.

STAY CURRENT ON DUES- Please check to see if you are current. The Hall can accept credit cards. Phone in card purchases are still accepted. Dues paid directly through the Local’s new website will have a smaller card fee when completing the transaction.

CONTACT NUMBERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (855)633-4584. Website is: www.michiganelectrical.org

In Solidarity, Evan Allardyce,
Business Manager



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Aluminum • Copper • Brass
Nickel • Alloys • Carbide
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McNichols Scrap Iron & Metal Co. 6500 E. McNichols (near Mt. Elliott) mcnicholsscrap.com (313) 365-6100	Detroit Iron & Metal Co. 8300 Dix (corner Lonyo) detroitironandmetal.com (313) 841-5100
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SOCIAL SECURITY DISABILITY

REPRESENTING BUILDING TRADES BROTHERS & SISTERS OVER 35 YEARS

BIESKE & ASSOCIATES

Many people are wrongly rejected when they apply for Social Security Disability benefits. Money was taken out of their paychecks for Social Security taxes to ensure that they would receive disability benefits if they could no longer work full-time. Sadly, the government denies approximately 60% of those who apply for disability benefits.

Attorneys J.B. Bieske and Jennifer Alfonsi have 55 years combined experience representing only Social Security disability clients. And they personally meet with all clients and appear themselves at all court hearings. Many large firms assign inexperienced attorneys to your case. And some of these firms are located thousands of miles away and only fly the attorney in the day of the court hearing. Attorneys Bieske and Alfonsi have vast experience before local Michigan judges.

Attorneys Bieske and Alfonsi can often make a winning difference at the application stage. And, if an appeal is necessary they have won several hundred cases before a court date is even set.

Those denied can appeal on their own but statistics for many years reveal that those represented by attorneys win a much higher percentage of appeals. And attorneys who specialize in Social Security Disability cases win a much higher percentage yet.

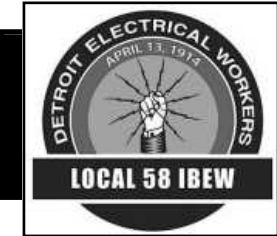
In addition to practicing only Social Security disability law attorney Bieske has written a book for attorneys about the subject and has been interviewed on various television programs. Both attorney Bieske and Alfonsi have also been interviewed on radio programs and have given speeches to many groups.

Attorneys Bieske and Alfonsi offer free phone or office consultation. If they represent you, there will be no fee charged until after the case is won. The fee is a percentage of retroactive benefits.

Bieske and Alfonsi represent clients from all over the state of Michigan. They maintains offices in Sterling Heights, Livonia, Southgate and Novi. Call them at 1-800-331-3530 for a free consultation if you have been denied, or if you are thinking of possibly applying for Social Security benefits.

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- WE WILL PERSONALLY REPRESENT YOU
- OUR FEE PAID AFTER YOU WIN

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IBEW LOCAL 58



IBEW Local 58

DETROIT – The next General Membership meeting will be held on Tuesday, Dec. 16, 2025. Dinner with the brotherhood begins at 5:30 pm and the meeting starts at 6:30 pm. Parking will continue to be tight with the construction project well under way. Your patience is appreciated!

UPDATE – Sub Pay is currently paused for Inside ONLY. Limited Energy Sub Pay has resumed. If you have any questions, please contact the Local 58 Union Hall 313-963-2130. If you have any questions regarding the Port Huron office, please contact Business Agent Paul Ledsworth at 313-802-4970.

Our **Store** will be **Closed** from Dec. 17 until Jan. 5. The last day to pick up orders will be Dec. 16. Any orders not picked up will be returned to stock.

The 988 Suicide & Crisis Lifeline (formerly known as the National Suicide Prevention Lifeline) offers 24/7 call, text and chat access to trained crisis counselors who can help people experiencing suicidal, substance use, and/or mental health crisis, or any other kind of emotional distress. Please Call, Text, Chat! IBEW Local 58 Cares! Call 988!

IBEW Local 58 Brick Pavers- are available for purchase, if you would like to purchase a brick, please contact the Union Hall for an Order Form. 7x9 brick pavers can have up to 6 lines of lettering and 17 spaces per line, \$100.00 Donation per Brick. NOTE: No symbols or clipart can be added to brick pavers. To purchase or for questions about the brick pavers please contact Stacy at the Union Hall 313-963-2130, ext. 3015.

Local 58 Dues Department – The Dues department will be **closed** on Nov. 27-28. Please look at your Dues Receipt, if the paid through date shows 03-31-2025, you have lapsed membership and need to call the hall to set up an appointment for the Executive Board to be reinstated. If your dues receipt paid-through date is 06-30-2025 you owe the \$30 reinstatement fee, plus dues and will lapse at the end of the 4th quarter if your dues are not paid. You can pay on the APP/Website, send a check, or call and pay over the phone. Dues statements will be going out this week. We ask that you keep the Local up to date with your address, email, and phone number. Thank you.

IBEW Local 58 Retirees Association: The Annual Christmas Party is on Wednesday, Dec. 3 at the Local Union Hall. Doors open at 11, lunch is served at 12:30. Tickets are \$25 per person (payable to the Retirees Association), mail your reservations and checks to IBEW #58, Attn. Retirees Association, P.O. Box 32756, Detroit MI, 48232-0756. Questions, call Elaine Crawford at 313 408-4885. All retirees are welcome!

Syl Ludwic is working on the Florida Luncheon that happens in February 2026. He would appreciate input from you Florida folks, with attendance low this past February, he is considering a venue change, his two possible places are Melanie’s Seafood Co., 120 E. Park Ave., Lake Wales, FL 33853 or Harborside, 2435 7th St. SW, Winter Haven, FL 33880. Please check out their menus, Send Syl Suggestions, (sludwic@gmail.com or 352-250-1178). He would appreciate thoughts about whether to continue the luncheon, and these potential venues.

Dues expire on 12/31/2025, dues are \$8 per person (spouse

is an additional \$8). A renewal form is in the November Newsletter (will also be in the December and January Newsletters) and send your dues (checks payable to the Retirees Association) to the address above, Attn. Retirees.

Thanks to all of our members for your prompt dues renewals. Membership includes a monthly newsletter, luncheons alternating from the west side of town to the east side. We also host a spring Pin Party, our annual August Picnic, and our Christmas Party in early December. For the travelers among us, we also have an annual September Bus Trip, (2026 destination to be announced). Come join us, we always have a great time.

Electrical Workers’ Joint Boards of Trustees – Any questions regarding Local 58 Pension, Annuity, Health insurance or Life insurance should be directed to the IBEW Local 58 Fund Office at 586-575-9200.

Detroit Electrical Industry Training Center - Know anyone interested in learning the Electrical Trade? Please contact the Training Center at 586-751-6600 for information on Apprenticeship and training opportunities.

Detroit Electrical Workers Benevolent Fund (DEWBF): will have their next meeting on Tuesday, Dec. 1. Our next event will be the 23rd Annual Ken Fitzhenry party on Super Bowl Sunday, Feb. 8 at the Local 58 Union Hall. Raffle tickets are \$20 per ticket and entrance fee is \$20 at the door. The doors will open at 4pm. Grand Prize is a 75-inch tv and theatre recliner as well as numerous other prizes.

The 3rd Annual John Mayernik scholarship will be available soon. Please be on the lookout for more details to follow.

If in the market for any appliances or electronics, please contact Ryan Heinrich at ABC Warehouse. Ryan is very supportive of the Benevolent Fund and Local 58. His number is 734-981-7780.

Members of the Community Service Committee: will meet Tuesday, Dec. 9 at 5:30p.m. The Wobbly Kitchen (Sundays in the Park) will be the 2nd and 4th Sundays of each month, starting at the union hall and then traveling to Cass Park. We are asking volunteers to show up at the hall at 8 a.m. to help with food prep, organization, and loading. Questions can be directed to Ray Kujawski at (248) 496-1916 (call, text, leave a voicemail). Contact the Union Hall (313) 963-2130 or Ray Kujawski (number above) for further information about volunteering or participating.

Members of the Entertainment Committee: The next meeting will be Tuesday, Dec. 9, following the Community Service Committee meeting that starts at 5:30 p.m.

EWMC of Southeastern MI – The next chapter meeting is scheduled for Monday, Dec. 15 at 6pm. This will be an in-person meeting with a ZOOM option. Please make sure your cell phone no. and your email address are up to date. The meeting information will be sent out as soon as available. If you are not receiving the notices, please make sure that your information is updated here at the Hall. Please bring any suggestions that you have for EWMC involvement and engagement.

We are moving forward with our challenge coin fundraiser. The third coin in the series is now available for sale. Our IBEW car flags are also in. We will be selling them at any upcoming union events and Membership meetings.

If you want to order one of

the EWMC “What Up Doe?” jackets, time is running out. We need to order soon to make sure that we can get them back before the conference. Please, reach out to Sister Felicia Wiseman to submit your information.

It’s time to get prepared for the 2026 Annual EWMC Leadership Conference. Our chapter always makes a positive impact on the Conference and we will continue the tradition. Please be on the look out for any emails from Kelly Lynch with Conference information and respond accordingly.

The Safety Committee meeting will be on Monday, Dec. 8 at 5:30 PM.

The Veterans Committee - will be meeting on the 3rd Wednesday of each month, 5:30 pm.

Local 58’s Women’s Committee – The December meeting will be cancelled due to the Christmas holiday. The next committee meeting will be Thursday, Jan. 22 at 5:30 p.m. at the Hall and on Zoom (due to the upcoming Thanksgiving holiday). If you have questions, please contact Committee Chair Angela Panicucci (586-291-8014) or Co-chair Liz Gorski (586-921-3087), Email at 58womenscommittee@ibewlocal58.org

The Political Action Committee: meetings are held on the 1st Wednesday of the month via Zoom and in person at the Hall at 5:30 pm. If you have questions or concerns or would like to attend a PAC meeting, you can reach out to our registrars at registrar1@ibew58.org.

The RENEW Committee: The next meeting will be Tuesday, Dec. 23 at 5:30 p.m. at the Hall and on Zoom.

Alcoholics Anonymous Meetings take place every Wednesday at the IBEW Local 58 Union Hall, (1358 Abbott St, Detroit, MI 48226), starting at 6 pm. The only requirement for membership is a desire to stop drinking. All trades welcome.

Electrical Workers Credit Union. Our website is <http://WWW.EWCU.NET> (313) 963-6060.

NEWSYSTEM UPGRADE! You will notice several changes including: Account Numbering- Your existing base account number(s) will remain unaffected by our system upgrade. Checks- Your MICR line will change to a 14-digit format (currently 8) You can continue to use your current checks. New checks will have the updated MICR. Online Banking- Starting 11/4/25 members will be required to re-enroll in our new online banking. Visit our website at ewcu.net and click on the Online Banking button. In the market for a loan? Check us out at ewcu.net for our low rates! New auto as low as 4.99% APR.

Be sure to keep the Union Hall updated with any changes to your phone number, address, email and beneficiaries. If your marital status has changed, please be sure to update any beneficiary forms.

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Gerald Collins and Kevin Wurm.

Members who have passed away: Our heartfelt condolences to the families and friends of our fallen Brothers and Sisters. We extend our sincere sympathy to the families on their loss.

Salvatore Grupido, Pension member, 47 year IBEW membership; and **Judith McCleary,** Widow of the late Pension member James McCleary, 53 year IBEW membership.

BACKFILLING CONDUIT they helped install on the first floor of the Lansing City Hall project are Nolan Thompson and Ian Bebee of IBEW Local 665. They’re employed by Centennial Electric.



Local 36 Elevator Constructors

Elevator Constructors Local 36
DETROIT- ALL MEMBERS ARE INFORMED Our next regular membership meeting will be **Dec. 22, 2025, 5:30pm** at 1640 Porter St., Detroit, MI 48216. Our next Executive Board meeting will be held on **Dec. 15, 2025, at 5pm** at the same location.

Anyone interested in being a mentor, our next Probationary meeting will be **Dec. 1, 2025, at 5pm** at the hall. Any changes to this schedule or venue will be in the Building Trades Article or sent via email.

This paper is to serve as official notice to the membership. This is how we get information out to all our members, as repetitive as it might be there is new information in each article, please read it carefully and call the hall or attend a union meeting if you have any questions.

Attention all Kone employees driving company vehicles. If you are asked to review and accept coachable events on your Motive Drivers App, DO NOT hit accept on the app. If your supervisor has any questions, they can call the hall.

If you are unloading a job and you find the fishplates already attached to the rail, predrilled holes on machines/beams, door equipment already installed, or any other violation, take pictures and send them to the hall via email or text with the address of the job.

Results of the October Election for Delegates to the Convention are as follows:

Delegates: Russell O’Donnell, Jeffery Patti, Justin Smith, David Boyd

Alternates: Sean Walker, Myles Boyd, David Kuras Jr.

We will be mailing out 2026 wage raises, zone sheets and dues card increases within the next week. If you don’t receive it, contact the hall.

The latest changes (inserts) to the Local Constitution and Bylaws are available at the hall.

The **Picnic assessment** will be \$45 per member and be assessed with fourth quarter dues.

The International has set up The Veteran Assistance Program to help veterans navigate the VA benefits they deserve. The email is vap@iuec.org or contact Jason Gray, IUEC National Chairman @ 404-290-1012 or Ryan Donnell, EIWPF National Co-Chair @ 410-312-1474.

IUEC Local 36 has started a Veteran Assistance Committee. Scott Erison was appointed to chair the committee and will be working directly with Jason Gray, IUEC VAP National Chair. Once we get a schedule figured out, we will have monthly meetings to get information out to our veterans. You don’t have to be a veteran to be part of this committee, like me, my father is a Vietnam Vet, and I have witnessed firsthand what the veteran’s benefits has done for him and I’m a big supporter of these programs and our veterans. Contact Scott Erison (586)482-0768 or email him at sanosire1973@gmail.com if you would like to get involved or have questions.

If you move or your address changes, call the hall and make sure you fill out the address change form on the NEIBP website. Mail a copy to the fund office and one to the hall.

If you are going to be off with an injury (work related or non-work related), surgery or illness for a prolonged length of time, call the **fund office (800)523-4702** and inform the hall. When you are off and go back to work. The weekly Income Benefit through the international has in-

creased to \$715 weekly after the one week waiting period.

The IUEC would like all active members and Probationary Apprentices to sign up for Safety alerts. The only thing you will receive are safety alerts, nothing political, just safety alerts. **Text (855) 957-1801 and sign up to receive Safety alerts via text and email.**

If you start a new job in MOD/construction, you **MUST** report those jobs to the hall! If you are going to be working a 4/10 job in construction or MOD, it **MUST** be submitted in writing to the Local Business Representative per Article VII Par. 2A. and Article VIII(A) Par. 2A. **When starting a new job please email the hall @ Local36@iuec36.org with job name, address, names of mechanics and apprentices on job, mechanic’s phone numbers, how many teams, type of equipment installing, how many stops and jobsite hours.** This will help us keep track of jobs easier than just calling the hall.

Attention All Mechanics, just a reminder to Mechanics that passed the Mechanic’s Exam on or after July 9, 2022, starting Jan. 1, 2023, and each calendar year thereafter, each mechanic shall be required to successfully complete at least eight hours of online continuing education from the curriculum published annually by NEIEP. If you passed the mechanic’s exam in 2025 you are not **required** to complete it till 2026 but we encourage you to complete it so you can get in the habit of doing it.

NEIEP will monitor compliance for all participants and upon successful completion will pay the participants’ Mechanic rate for their home local (excluding benefit contributions). **Required Mechanics (including assistant mechanics) that do not comply with the continuing education requirements shall not receive the wage rate increase until completion of the required continuing education curriculum.**

Attention All Apprentices,

If you are scheduled to sit for the Mechanic’s exam, you must fill out your OJTs till you get your passing results. Kenny and I would like to thank all of you for keeping up on your OJTs, schooling, and commitment to your future. Check your **NEIEP** emails frequently. OJT forms need to be filled out **COMPLETELY** by the 9th day of the following month. **There is NO excuse for these to be late!**

Attention All Temporary Mechanics, your Temporary Mechanic’s Agreement **MUST** be signed by the end of each month **at the Union meeting.** If you can’t make the Union meeting (for good reasons) to sign your agreement, then come down to the hall **NEXT MORNING.** If we continue to have problems getting these signed, you will be called down in front of the Executive board. If you are put back to Apprentice status, **your personal tools MUST be taken off the job, out of your vehicle and notify the hall.**

Attention All Retirees, if you requested an Honorary Card and have not received it, please contact the Hall.

If you are NOT receiving my emails, contact the Hall so I can put you on the email list. Please keep Honorary Brother Greg Grendel and family in your thoughts and prayers after the passing of John Grendel. We would also like to wish a speedy recovery for the Brothers and Sisters on our sick and injured list.

Be safe and have a happy & healthy Holiday Season!

“The best armor is to keep out of range.”
– Italian Proverb

“We are what we repeatedly do. Excellence then, is not an act, but a habit.”
– Aristotle (384 BC - 322 BC)

“It is a capital mistake to theorize before one has data. Insensibly one begins to twist facts to suit theories, instead of theories to suit facts.”
–Sir Arthur Conan Doyle (1859 - 1930)

“The bravest thing you can do when you are not brave is to profess courage and act accordingly.”
–Corra Harris

“Preserving health by too severe a rule is a worrisome malady.”
–Francois de La Rochefoucauld (1613 - 1680)

“If you do not wish to be prone to anger, do not feed the habit; give it nothing which may tend to its increase.”
–Epictetus (55 AD - 135 AD)



Local 169 Boilermakers

Boilermakers 169

ALLEN PARK – Our next regularly scheduled membership



MICHAEL CARD

meeting will take place on **Dec. 12, 2025, 8pm** at Boilermakers Local 169 Union Hall. The address is 1755 Fairlane Dr., Allen Park, MI 48101. We will be providing food after the meeting. Come and break bread with your union brothers and sisters.

Our monthly dues will stay at our current rate \$55.85 for 2026.

I encourage every member to make safety your number one priority. The busy workload looks like it will continue throughout the year, so please make every effort to safeguard yourself and your brothers and sisters on the job.

As we approach the holiday season, take extra precautions while traveling. If you are a deer hunter good luck and be safe.

We will have a special called meeting on Feb. 2, 2026 at 7pm for nominations of Local Lodge officers. Nominations for delegate to the 35th Consolidated Convention will be held at our regular scheduled Union meeting March 13 at the Union Hall.

We are scheduling an MSHA class for the upcoming Tilden Mine work. Any member that requires this training should contact Area 4 Business Agent Jim Calouette or contact the Union Hall to be added to the list. You will be informed of the time and location of the training once the class is filled.

OSHA 10 and OSHA 30 safety training can now be taken online. Please visit our website – www.boilermakerslocal169.com- for more information.

Any member interested in getting the Great Lakes Safety background check for Corteva please contact Business Agent, Jim Calouette at (906) 428-2880.

Any members interested in EPRI Rigging, which is required for working in the Nuclear Plants. Please contact Tony Herrera at 616-296-9131, or Jamie Ratliff at 313-584-8520. Your name will be added to the list. Once we have a full class, you will be notified when and where to attend. Per your International, any member with EPRI training will not be required to have Rigging 1 through 4 for placement on the BDS.

Retirees: Retiree luncheons.

Area 1 Retiree luncheon is on the first Wednesday of every month at 11 am at the White Rhino Sports Bar, 4328 Oakwood, Melvindale, MI 48122.

Area 2 Retirees hold luncheons on the first Thursday of every month at 11am at Whitlow’s Forerunner Restaurant, 4610 Airline Rd, Muskegon MI. All retirees and members from all areas are welcome to attend.

Area 3 Retirees luncheon is the 3rd Wednesday of the month at 11AM. The next lunch will be Nov. 19, at The Boulevard Lounge, 316 S. Saginaw Road, Midland, Michigan 48640.

Area 4 Retirees’ lunches are on the first Tuesday of the month at 11am in Rapid River at Jacks Restaurant 7898 S. Main Street, Rapid River, MI. Area 4 retirees also meet in Marquette on the second Tuesday of the month at 11am at Crossroads Bar on the corner of County Rd 553 and County Road 480.

Hoodies have arrived in all sizes at the Union Hall. The cost is \$45.00. Payments can be made with cash or a check. If you live outside of the area and would like to order one, please call the hall. Additional shipping charges will be added. Baseball caps are also available. Varsity jackets are available by special order. Please contact the Union Hall for details. The upcoming MSHA training schedule is available at www.boilermakerslocal169.org or on our Facebook page.

The cost of your T.W.I.C. card is reimbursable from the M.O.R.E. Fund. Contact the Union Hall for reimbursement.

Any current apprentice that is eligible to utilize their G.I. Bill should contact their branch of service regarding this benefit. Your apprenticeship training qualifies for reimbursement under the terms of the G.I. Bill. I advise all apprentices who qualify to take advantage of this well-deserved benefit.



Local 149 Roofers & Waterproofer's

Roofers Local 149

DETROIT – **Attention.** This paper is to serve as an official notice to the membership.

The next General Membership Meeting is scheduled for Tues., Dec. 2, 2025, at 7 p.m. at 1640 Porter St., Detroit, MI 48216

The next Executive Board Meeting is scheduled for Tues., Dec. 2, 2025, at 6:00 p.m. at 1640 Porter St., Detroit, MI 48216

Mid-Michigan. The Mid-Michigan informational meeting is scheduled for Tues., Jan. 13, 2026, at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420.

2025 Commencement Ceremony is as follows:

65 years. Brother Frank Moskal

60 years. Brother Francis Casper, Jr., Brother Robert Sutinen, Brother Gary Winisky, Sr.

55 years. Brother Anthony Allam, Brother Ronald LaDuke, Brother Douglas Miller, Brother Richard Trim

50 years. Brother Claude Garrett, Jr., Brother Thomas Konen, Brother Dave Lafferty, Brother Richard Osten, Brother Thomas Platek, Brother Gary Pittenger, Brother Darrell Wiegert

45 years. Brother John Burman, Brother Glen Champagne, Brother Dennis Fini, Brother Randall Janisse, Brother Scott Ladouceur, Brother Keith Lauzon, Brother Thomas Mulrenin, Brother Michael Peltier, Brother Patrick Shain, Brother Eugene Smolenski

40 years. Brother Leo April, Brother Robert Charlebois, Brother Donald Fischer, Brother Joseph Fisher, Brother Anthony Fuqua, Brother David Gilliam, Brother James Hoffman, Brother Carl Kaczmar, Brother Jeffrey Keel, Brother Mark Kilgore, Brother Gregory Kleisinger, Brother Gregg Kondrat, Brother William Paterson, Brother Noal Powell, Jr., Brother Nathan Shoemaker, Brother Chris Smelser

35 years. Brother Eugene Allan, Brother David Barker, Brother Scott Batchelder, Brother Tony Bomia, Brother Alfred Boyd, Jr., Brother Marc Brantley, Brother John Bryson, Brother Keith Duncan, Brother William Fisher, Brother Albert Fisher, Brother John Golowic, Brother Clarence Greenberg, Brother Troy Hodges, Brother John Johnson, Brother Alan Kopas, Brother Nelson Maia, Brother Mark Powers, Brother Martin Pyrzewski, Brother Robert Stanley, Brother Thomas Walters, Brother Richard Weir, Brother Randy Witherspoon

30 years. Brother Brett Collier, Brother Daniel Collins, Brother Dan Crawford-Knox, Brother Samuel Gaffney, Brother Armando Galvan, Brother Michael Gayle, Brother Gary Johnsen, Brother Willie Justice, Brother Kenneth Kowalski, Brother Michael Lefebvre, Brother Kenneth Martin, Brother Donald Peterson, Brother Timothy Sampson, Brother Dennis Spudowski, Brother Terry Sumpter, Sister Leisa Taylor, Brother Jose Vazquez, Brother Jeff Wadsworth, Brother Charles T. Williams, Brother Michael Willis

25 years. Brother Daniel Arreguin, Brother Joseph Bullock, Brother Walter Connell, Jr., Brother Randy Creech, Brother Michael Crum, Brother Jaymie Devasier, Brother Ryan Dodge, Brother Jose Luis Galvan, Brother Ramiro Galvan, Brother Michael Gusmano, Brother Gualupe Jaime, Brother Dale Lafferty, Brother Joseph Miller, Jr., Brother Hector Molina, Brother Kenneth Ostrowski, Brother Agustin Perez, Brother Jose Rivera, Brother Julian Gerardo Rivera-Calzada, Brother Chad Roberts, Brother John Salk, Brother Troy Shinabarger, Brother Filiberto Vazquez

20 years. Brother Luis Angel Alvarez, Brother Martin Anderson, Brother Scott Carpenter, Brother Ignacio Cruz, Brother Freddie Goss, Brother James Kimes, Brother Robert Loud, II, Brother Chett Mahle, Brother Harold Noyce, II, Brother Juan Carlos Puga, Brother Anthony Robertson, Brother Robert Shier, Jr., Brother Jose Vera, Brother Matthew Vettraino, Brother Charles Wallace

Union Brothers and Sister, on behalf of the Members and Officers of the United Union of Roofers, Waterproofer's, & Allied Workers Local 149, I congratulate and thank you all for your decades of services in our great Union.

An invitation has been sent to the Brothers and Sister listed above regarding the 2025 Commencement Ceremony luncheon. The annual Commencement

Ceremony luncheon will be held at the IBEW Local No. 58 Union Hall on Sunday, Dec. 21 from 10 a.m. to 3 p.m. IBEW Local 58 is located at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall.

This is to remind you that you have come a long way, and your contributions have continued to inspire our Local. We wish you a very Happy Work Anniversary!

2025 Commencement Ceremony & Retirees Christmas and Holiday luncheon. Mark your calendar, the annual Commencement Ceremony and the Retirees Christmas and Holiday luncheon is scheduled for Sunday, Dec. 21, 2025. The luncheon will take place at the Detroit Teamsters Union Hall on Sunday, Dec. 21, from 10am to 3pm. IBEW Local 58 is at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall. An invitation will be sent to the Brothers and Sister regarding the 2025 Commencement Ceremony luncheon to those receiving their 20, 25, 30, 35, 40, 45, 50, 55, 60, and 65 years of service.

Retirees and those receiving their pins need to RSVP. Calling us will give our Hall a count of the food we will need for the catered lunch. Additionally, please let us know if your spouse or a date will be joining us.

Retirees' Association. Mark your calendar, the annual Retirees' Christmas and Holiday luncheon is scheduled for Sunday, Dec. 21. The luncheon will take place at the Detroit Teamsters Union Hall on Sunday, Dec. 21, from 10 am through 3 pm. IBEW Local 58 is at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall.

Being part of this association, you will be eligible to participate in several different events. Including but not limited to, our annual Christmas party, fall picnic outing, card games, and the camaraderie of the Brotherhood and Sisterhood, to name a few. The Association members are constantly seeking new and exciting things to do.

Being part of this association, it is required for you to pay a yearly fee. The yearly dues will cost you \$30, in addition to your monthly Union dues. The Association does not require the surviving spouse of a member to pay the yearly dues. The Members of the Retirees Association vote to set the amount of the yearly dues.

Will you be joining us? Calling us will give our Hall a count of the food we will need for the catered lunch. Additionally, please let us know if your spouse or a date will be joining us.

The Retirees Association has a Chain of Command and every 3 years the association will vote on a President, Vice President, Recording Secretary, Trustees, etc.

If you are a retired 149 member and you would like to receive any additional information about the Association or would like to join, please contact the Union Hall at 313.961.6093 ext. 0.

Detroit Training Center Information. Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available at no cost to all Detroit LU 149 members.

Dues must be current in order to enter the Training Center. If you are interested in any of these classes, contact the Training Center, 248-543-3847.

Mid-Michigan Training Center Information. Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available at no cost to all Mid-Michigan LU 149 members.

Dues must be current in order to enter the Training Center. If you are interested in any of these classes, contact the Union Hall/Training Center, 810-687-1368 to make arrangements.

Out-Of-Work. When contractors call the Union Hall for help, we need to know who is available, and have an up-to-date phone number. All Detroit Area members who are out of work need to call the Hall at (313) 961-6093 ext. 0 to be put on the out of work list. All Mid-Michigan Area members who are out of work need to call the Hall at (810) 687-1368 to be put on the out of work list.

Outdoor Life. If you have any hunting and fishing pictures that you would like to see in the Journeyman Roofing & Waterproofing magazine, please contact the Union Hall at 313.961.6093 ext. 0, for additional information.

The publication above is as 11/20/2025, 2:30pm

In Solidarity, Brian Gregg Business Manager, Roofers & Waterproofer's Local No.149



Local 25 Heat and Frost Insulators

Heat & Frost Insulators Local 25 SOUTHFIELD – SPECIAL CALLED MEMBERSHIP MEETING: The next Membership Meeting will take place Thursday, Dec. 11, 2025, at 6 p.m. at the Union Hall, 21353 Bridge St., Southfield, MI 48033. This meeting is SPECIAL CALLED for elections. Apprentice attendance is **MANDATORY.**

We will have a \$5 per ticket 50/50 raffle with the proceeds going to the Breath of Life Foundation to help with the research of Mesothelioma, lung cancer and other asbestos related diseases.

ELECTIONS: Elections will take place Thursday, Dec. 11, 2025. The polls will be opened 1 to 6 p.m. The following members are running for the following positions:

Executive Board- 2 positions, 2-2-year terms; Nominees: Mark Grzelak, Gerald Strunk

Pension Trustee- 1 position, 1-3-year term; Nominee: Connie Vincent

Welfare Trustee- 1 position, 1-3-year term; Nominees: Mike Lassen, Connie Vincent, Mark Grzelak

S.U.B. Fund Trustee- 1 position, 1-3-year term; Nominee: Mark Grzelak

J.A.T.C. Trustee- 1 position, 1-3-year term; Nominees: Zach Hare, Bob Long, Mark Grzelak

Union Trustee- 1 position, 1-3-year term; Nominee: Connie Vincent

Entertainment Committee- 2 positions, 2-1-year terms; Nominees: Dan Stevens, Connie Vincent

SGT-At-Arms- 1 position, 1-1-year term; Nominees: Damin Hunter, Mark Grzelak

ABSENTEE BALLOTS: For absentee ballot procedures and information refer to Article XX, Section 13 and 14 of the International Constitution and Bylaws.

CONTACT UPDATE: We are now using **admin@heatfrostinsulators25.org** as our primary contact email for all communication with the Union Hall. Please update your contact information accordingly.

Union Hall Contact Emails: bob@heatfrostinsulators25.org eloany@heatfrostinsulators25.org connie@heatfrostinsulators25.org marty@heatfrostinsulators25.org finsec@heatfrostinsulators25.org

PANCAKES WITH SANTA: The Union will be hosting Pancakes with Santa at the Union Hall on Saturday, Dec. 6, 2025 from 9 a.m. until 1 p.m. Santa will be joining us from 9 a.m. until noon.

CHRISTMAS PARTY: The Annual Local 25 Christmas Party will be held Saturday, Dec. 13, 2025. The event will take place at Laurel Manor Banquet Center in Livonia from 5:30 p.m. until 10:30 p.m. Invitations and R.S.V.P. cards have been mailed.

JOB STARTS: As stated in Local 25's Constitution & Bylaw's Article III Sec. 5. Failure to report a job start will automatically result in a fine of \$50. Future failures to report job starts will result in the amount of the fine being levied left to the discretion of the President. **PLEASE** call in all job starts so we can avoid fining members.

PER CAPITA: Please be reminded, any member working 32 hours or less during a month must pay their own Per Capita of \$14.00 per month. Per Capita payments should be made on a **monthly** basis. If a member works as a traveler in another Local's jurisdiction, the member must remit double Per Capita of \$28.00. Please forward your payments **monthly** to Local 25, 21353 Bridge Street, Southfield, MI 48033.

M.U.S.T. SAFETY MODULES: If you have modules expiring, contact the Union Hall to have the testing authorization turned on. Please keep in mind, any modules completed outside the quarter requested in, will be paid the following quarter.

EMPLOYMENT CHANGES: All employment changes; hire, lay off, fire, shop change, disability, etc. must be called into the Union Hall within 48 hours. This is the only way to guarantee you are on the out of work list and your employment records remain current and correct. Failure to report will result in an automatic \$50 fine.

BENESYS: When calling the Fund Office, Benesys, please be sure to get the name of the person providing you information.



Local 47 Heat and Frost Insulators

Heat & Frost Insulators Local 47 LANSING – The next Special Called and Notified Meeting will be held on Friday, December 12, 2025 at 7:00 p.m., and will be held at the Local 47 Union Hall located at 16475 Ingersoll Rd., Lansing, MI 48906. The purpose of the Special Called meeting is to discuss Article 6, sections E, J, and K of the Rules of Procedure, this meeting will be held at 7:00 p.m. The purpose of the Notified Meeting is for the Election of Officers. These meetings are both Mandatory for All Apprentices.

Please make sure to call or text ALL Start/Layoffs to the Union Office. Leave the start/layoff date and the name of the contractor along with your name.

All Election Ballots have been mailed out. Please fill out and return your ballot before Nov. 28, 2025 to ensure your vote is counted. DO NOT wait until the last minute to mail in your ballot. Election ballots will be counted on Friday, December 12, 2025.

Congratulations to the following Positions that ran Unopposed in the Nov. 7, 2025 Nominations:

-President: Walter Wilson

-Recording Secretary:

Joshua Kroell

-Pension/Welfare Trustee:

Joshua Scalici

To ensure all Active Members and Retirees are receiving their Robo calls please make sure you have not blocked the following number: (804) 441-8365. There are several members who have the number blocked and therefore are not receiving the Robo Calls. These calls are only used for Important Notifications from the Local Union Business Manager and Funeral Notifications. If you are not receiving these calls, please contact the Local Union Office and we will double check to make sure we have the correct number in the system or if you may have blocked the number.

Please notify the Local Union Office with any phone and home address changes. We need the most current member information throughout our system, TIC's, and the with the International.

If you are Non-Active retiree or Surviving Spouse and would like to continue receiving the Building Tradesman please contact the Union Office to let us know.

The Funds Trustees have waived the 79 hour rule for all Retirees effective July 1, 2025.

Per the Rules and Procedures: Members must notify the office within 24 hours of being laid off or charges may be placed, you can do so by calling or texting the office at (517) 708-0665 with your layoff date and the name of the Contractor you were laid off from. Members must notify the office before ANY overtime is worked.

Pension and Health Welfare: Joshua Kroell (989) 385-2671 Allied Workers' Local 47 Fringe Benefit Funds

6525 Centurion Drive
Lansing, MI 48917-9275
Toll Free: (800) 323-8079
Telephone: (517) 321-7502
Email: joshkroell@insulators47.com

To all active members, if you have not sent in your Coordination of Benefits Form, your Spousal Form, or your Birth Certificates for your Children, no one will be covered on our insurance until these items are sent to TIC. Please call TIC immediately at (800) 323-8079 and get the above-mentioned forms into the fund ASAP and you will be reinstated retroactively

Members having questions regarding Pension and Welfare Fund please contact TIC International at the numbers below or log onto their Website: www.heatfrostlocal47benefits.org

Please complete and return the working spousal forms to TIC.

JATC Coordinator Phil Wilson (616-466-8736)

Applications are open for the Apprenticeship Program. Call the Union Office, or go online to insulators47.com to fill out an Application.

Under Duties of Apprenticeship, Section 5.3 part L, page 4 of the Apprenticeship Standards states, "According to the Apprenticeship Standards you are required to accurately fill out the online work report for NO later than 10 days from the end of the current work week."



Michigan Painters District Council

District Council 1M

Business Manager: Robert Gonzalez

Meeting date: 2nd Tuesday of every month at 6:30 p.m., with the Executive Board meeting at 6 p.m.

Place: 14587 Barber Ave, Warren MI 48088 & 419 S. Washington Ave, Lansing MI 48933

Local Union 514

Business Rep: Scott Mikulen

Meeting dates: 1st Wednesday of every month at 7:30 p.m.

Place: 7920 Jackson Road, Ann Arbor, MI.

Web site: www.iupat-local514.org.

Local Union 826

Business Rep: Rocky Ackerman

Meeting date: 2nd Thursday of every month at 5:30 p.m.

Place: 3115 Joyce St. Burton, MI 48529

Local Union 845

Business Rep – Ed Bracamontes

Meeting date: 1st Thursday of every month at 7 p.m.

Place: 419 S. Washington Avenue, Lansing, MI 48933

Local Union 1052

Business Rep – Jake Fluty

Meeting date: The Fourth Wednesday of every month at 6:30 p.m.

Place: 3115 Joyce St., Burton MI 48529

Local Union 1803

Business Rep: Josh Ovalle

Meeting date: 4th Tuesday of every month at 5:30 p.m.

Place: 7677 Midland Road, Free-land, MI 48623.

Local Union 2352

Business Rep: Jeremy Haviland

Meeting Date: 3rd Tuesday of every month at 6:30 p.m.

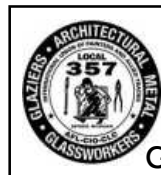
Place: District Council 1M, 14587 Barber Ave., Warren, MI.

Local Union 2353

Business Rep: Tony Parker

Meeting date: 3rd Thursday of every month at 6:30 p.m.

Place: District Council 1M, 14587 Barber Ave, Warren, MI.



Local 357 Glaziers & Glassworkers

Glaziers & Glassworkers 357

WARREN – Happy Holidays! Our next regularly scheduled meeting will be Dec. 1, 14587 Barber Ave, Warren, 48088 at 5pm. We will have food, and drinks at this meeting, celebrating our holiday's season. If you are a member in good standing, please feel welcome to attend. Please make every effort to attend.

We still have several local 357 members laid off. Please make every effort to make sure your certifications are up to date. This will help get you back to work.

The IUPAT pension has updated the pension website. There is new information that could be helpful. Iupatpension.org

The IUPAT has a new app that you can download. It's called IUPAT Mobile Member Portal. You can find this in the app store, and it is a free app. Once you download this app, you will need your union member id to log in. You can find your member ID printed on your quarterly union card. Once you log into this app it's a helpful tool to track your hours worked, and it also has a digital copy of your union card.

Keep your working status current; this helps protect your benefits if you have a mailing address and/or telephone number change, please notify the Union and Fund Offices of the changes.

Dues payments may be mailed to the Union Office at 14587 Barber Avenue, Warren, MI 48088. Make checks payable to: **DISTRICT COUNCIL 1M** in care of Glassworkers #357.

When traveling to work out of town, all members are reminded that they must check in with the local that you are working in as per the International Constitution and our local C.B.A.

The Fund Office address is Michigan Glass and Glazing Joint Funds, P.O. Box 966, Troy, MI 48098-066; phone number: 248-641-4957; fax 248-813-9898.

If you are in need of safety modules, please contact your employer if you are employed or the union office @ 586-552-4478, if you're not. Any questions call the hall or call the Council @ 586-552-4474. Participation is very important to keep our union strong, so try to make it to a meeting. – **Business Rep. Don Stepp**

Painters District Council

WARREN – **HAPPY THANKSGIVING TO THE MEMBERSHIP.**

HAVE A BLESSED HOLIDAY WITH YOUR FAMILY AND FRIENDS.

DC1M WEBSITE: www.iupatdc1michigan.org

DC 1M UNION CARDS*

Any questions regarding a lost, damaged Union cards, or have dues inquiries or have not received a card please contact the DC1M offices at:

Warren Office: (586)552-4474 extension 100

Freeland Office: (989)695-6888

FTI of the GREAT LAKES/ UPGRADE CLASSES

WARREN FTI APPRENTICESHIP:

Saturday, December 6th Scaffold Awareness 9am

OWOSSO FTI APPRENTICESHIP:

Thursday November 13th First Aid/CPR Part 1 **5pm**

Thursday November 20th First Aid/CPR Part 2 **5pm**

Saturday, December 20th Scaffold Awareness 9am

Please call to sign up for these classes a week before the class

The deadline for CAS Applications is Friday November 14, 2025

The deadline to register for C3 and C5 class is Friday, November 28, 2025

Contact Director Shawn Oneill for more information or to sign up.

(517)304-4425 or email dot@iupatdc1m.org

NOTICE TO HIRE FOR THE FTI of the GREAT LAKES MICHIGAN

The FTI Apprenticeship is looking to hire full-time Instructors, please email your resume to FTI Director Shawn O'Neill. List all certifications, position and job experiences, etc.

Contact Director Shawn Oneill for more information.

(517)304-4425 or email dot@iupatdc1m.org

PAINTERS DISTRICT COUNCIL 1M PHONE APP

•For IPHONE go to IOS store,

•For ANDROID go to Google Playstore

Search "Painters and Allied Trades;" download APP

Username: your member id#
Password: painters

With this APP you can access training classes, Local Union meeting times and dates, receive alerts, and communications from your Union, etc.

GET INVOLVED AND PARTICIPATE IN YOUR UNION!

OUT OF WORK/ BACK TO WORK: To keep work placement efficient, please notify the office when you are laid off or going back to work.

Warren office# is 586-552-4474 or Freeland office# is 989-695-6888. New job starts should be reported to the Union office, please do so.

Get involved. Work smart. Work safe.



Sign Pictorial & Display 591

WARREN – The next General Membership Meeting is Tuesday Dec. 2, at 6 p.m. trustees and union stewards meet at 5:45 p.m.

Members must be in good standing (dues up to date) with district council 1 app or receipt of paid dues to attend meeting

Anyone possessing a union membership and willing work at a nonunion shop doing union work can have charges preferred against them under Sec. 16.4, and 19.8 of the District Council By-laws

Questions pertaining to Local 591 Pension Fund issues: 248-645-6550 and/or Health Care issues call 248-358-3340 or 800-482-8736, which will then be answered directly through fund office.

OUT OF WORK: BACK TO WORK: procedure for out of and back to work: When laid off or going back to work, call the office. 586-552-4474.

"Learn to see in another's calamity the ills which you should avoid."

– Publilius Syrus (~100 BC)



Local 25
Iron Workers

Iron Workers 25

NOVI – Thanksgiving Holiday: all Union Halls will be closed Thursday Nov. 27, 2025 and Friday Nov. 28.

The Lansing Steward Holiday meeting open house will be Thursday, Dec. 4 at 4 pm.

The West Michigan Steward Holiday meeting will be Dec. 8 at 5pm at the Hudsonville Training Center.

The Downriver Steward Holiday meeting open house will be Thursday Dec. 11 at 4pm at Mr. K's in River Rouge.

The Flint Steward Holiday meeting open house will be Wednesday Dec. 17 at 4:00 pm.

The Saginaw Steward Holiday meeting open house will be Dec. 18 at 6:00 pm.

A HEALTH CARE REPRESENTATIVE from the Fringe Benefit Fund office will be at the Novi Union Hall on Wednesday, Nov. 26 from 8am to 12 noon; to meet with any member(s), to address health care issues or HRA substantiation concerns Call ahead, or walk-in!

A FRINGE FUND PENSION DEPT REPRESENTATIVE WILL BE AT THE NOVI UNION HALL on Wednesday Dec. 3, 2025 from 8am to 12 noon. If you wish to book an appointment or have questions, call 248-344-9494. Walk-ins are welcome!

If you have moved recently, please be sure to update the Union Hall 248-344-9494. We will gladly advise the Fringe Benefit Fund office of your move upon request.

December vacation check schedule: The last day to call to have your December vacation check pulled for in-person pick up is **Tuesday, Dec. 2, 2025 at Noon.** Pulled checks will be available at the Novi Hall Thursday Dec. 4 after 2:00 pm. All other checks will be mailed to you by the end of business day on Tuesday Dec. 2. *All members that receive ACH deposits, your vacation check will be on deposit Friday, Dec. 5, 2025.* All Vacation checks will be dated Saturday Dec. 6, 2025.

The December Union Meeting will be cancelled due to the holiday season.

The Iron Workers Annual Children's Christmas Party is Saturday, Dec. 13 at the Novi Union Hall, 25150 Trans X Dr. Novi MI. **Doors open at 10 am. We have a new Magic show starting at 11:30 - PLEASE arrive BEFORE the show starts.** In addition to the show, the kids will enjoy face-painting & crafts; pictures, hot dogs, pop & chips, cotton candy, popcorn, raffles, and of course Santa Claus. **We will have gifts for kids to age 10 and our party will end around 1 pm.**

We continue to communicate through the **PUSH NOTIFICATIONS for alerts & emails.** You can download our APP for android on google play or for iphone at the APP store just search "Iron Workers Local 25" Martinez web shop. **Or sign up via our website (www.ironworkers25.org).**

The ClickSafety program allows ironworker members to meet a myriad of training requirements, offering over 100 online courses in English and Spanish that include many OSHA-authorized courses. Simply log in: <https://sms.copperrange.com/impact/sms/login/> The username is the member's book # and the password is the FIRST 4 digits of your SSN

The 2026 Dennis O'Dowd SCHOLARSHIP Rules & Application form is available on the member only section of our website and APP; or you can call Mary at the Novi Union Hall to request one 248-344-9494. All requests must be made by Friday, March 6 and all completed applications are due by March 13, 2026. These are for sons/daughters of full dues paying active/working members of Ironworkers Local 25 who are in their senior year of High School. The member must have a minimum of five years continuous membership to be eligible.

Apprentices: located under the Apprenticeship Tab you will find "Make-Up Days" & "Welding Test Certifications" where you can electronically schedule your make-up days and welding tests. To view classes at the Local 25 Apprenticeship School, please go to our website (ironworkers25.org); to view the 2025 or 2026 Block Schedule, Roster and Raising Gang Schedule. Please make sure to download the Trade-School Mobile App to submit your monthly work and school

hours. These must be submitted monthly. If you have Facebook or Instagram, please give us a follow. Wixom Training Center Phone: 248-960-2130.

We take Apprentice applications year-round! Visit our website (ironworkers25.org) where you can print your application, make your application appointment & pay the application fee online; you must have an appointment to turn in an application. We take appointments Tuesday – Thursdays! No walk-in foot traffic.

BENEFIT FOR NEW CHILD: Any member who has a new born child, or a new dependent child through marriage MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days; otherwise wait until the open-enrollment period (April 1-April 30).

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100 and follow the prompts. Hours 7:30 am to 4:30 pm. The mailing address for member BENEFIT related matters is: Iron Workers Local 25 Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219. Blue Cross Health Claims and Customer Service 877-790-2583. Delta Dental Claims and Customer Service 800-482-8915.

If any member is having problems with the HRA substantiation letters please call Dennis Aguirre.

Check your HRA/Benny Card Balance: my.wexhealthcard.com (where you can create a log-in)

Check you online benefit information: ourbenefitoffice.com/iw25/benefits/

HRA/Benny Card Audit is continuously under way via US Mail – please respond if you have been contacted. You need to save your receipts for three years.

The Iron Workers' Local 25 Novi Chapter Retirees' Club: The Retirees' Board of Directors will meet on Tuesday, Dec. 2 at 8 am. The Retirees' meeting/ luncheon will be Tuesday, Dec. 16 at 10 am. All are welcome.

The West Michigan Chapter Retirees breakfast will meet Tuesday, Dec. 2 at 9 am at Red Rock Grille & Café, 228 N. Ball Creek Rd, NW, Kent City, Michigan 49330. All are welcome.

The Northern Michigan Chapter Retiree luncheon (to be determined).

The next quarterly meeting for the **Bay City Chapter** will Jan. 15 at the Iron Workers Local 25 Saginaw Union Hall, 11 Bridgeview S. Saginaw MI 48604 at 12 pm. All are Welcome.

The **Downriver Chapter** next quarterly Retirees breakfast to be held 9 am Jan. 16 at Mom's Restaurant, 2691 Fort St., Trenton, MI 48183. All are welcome.

The IRONWORKER Magazine To subscribe to the digital edition please use the following link: <https://www.ironworkers.org/s/ironworker-digital-sign-up>

Blue Cross Blue Shield Michigan: www.bcbsm.com/behavioral-mental-health/ Resources on the home page including In-Person Crisis Care options in many locations throughout the state. BCBS Michigan 877-627-1041, Blue Care Network 800-482-5982 for Substance-use-disorder.

When the World feels Heavy: FindTreatment.gov is where you can search by zip code/city. Or call SAMHSA 800-662-4357. MentalHealth.gov provides information & programs about mental health. Dial 988 (National Suicide Prevention Lifeline) For help 24/7 in a Time of Crisis.

In Memory: Lifetime Rodman Donald Johnson #532209 passed away Nov. 8, 2025 at the age of 95. He was a 72-year member of Local 25. Lifetime IW Brian Hartford #652601 passed away Nov. 5, 2025 at the age of 90. He was a 65-year member of Local 340/25. He was a former Apprenticeship instructor at Local 340, and he is survived by his son, Greg Hartford #1139179.

Our sincere condolences to all of the family and friends on the loss of your dear loved one(s).

A Celebration of Life honoring the late **Brother Marc Crance #1212069**, former Lansing Area Business Agent, will be held on **Thursday, Dec. 4**, beginning at **4 PM** at the **Lansing Office**, 5800 Executive Drive, Lansing, Michigan 48911. All members are respectfully invited to attend and pay tribute to Brother Crance's life and service.

This information is as of Submission Time for this Article (Nov 21, 2025 8:00 AM E.S.T.).



Laborers Local 1191
(2161 West Grand Boulevard, Detroit, MI 48208)

HAPPY HOLIDAYS!: The Executive Board, Officers and Staff of Laborers' Local 1191 wish you a happy and prosperous 2025 holiday season!

LABORERS RISING: Laborers Rising is a powerful initiative focused on building power and making a difference with our fellow sisters and brothers. Through Laborers Rising, Laborers Local 1191 will be asking its Membership to volunteer their time to support various issues that enhance the lives of working families. If you wish to join our Laborers Rising volunteer list, please call the Local Union at (313) 894-2241 M-F 8:00am – 4:00pm to provide necessary contact information.

Regular Membership Updates: Please check out our website at www.laborerslocal1191.org and the "Laborers' Local 1191" Facebook page for important information about your Local Union.

Member Personal Information Updates: Be sure to keep the Local Union updated with any changes to your phone number, address, and/or email.

All General Membership Meetings are held on the first Friday of every month at 7 pm at the Local Union, at 2161 W. Grand Blvd., Detroit, MI 48208 (except for holidays), unless the Membership receives notice of a meeting cancellation, rescheduling and/or a venue change.

The last General Membership Meeting of 2025 will be held on Dec. 5, where the yearly celebratory Christmas dinner will be served promptly following the Membership Meeting.

General Membership meetings will resume in 2026 on Jan. 9 in observance of the New Year holiday.

Monthly Retiree Council Meetings: are the last Friday of each month. The meetings are held at 11 am at the Local Union, 2161 W. Grand Blvd., Detroit, MI 48208. **The Retiree Council does not meet in November or December 2025. The Retiree Council Meetings resume on Jan. 30, 2026.**

Union Dues For 2025: Regular monthly dues are **\$35 for Active Members.** Retiree monthly dues will remain the same **\$8.** Members can now Pay Dues online 24/7 on our website at www.laborerslocal1191.org! To make online dues payments, click the "Pay Dues" tab in upper right-hand corner and follow the instructions.

Important Notice Regarding Dues Payments: According to the Uniform Local Union Constitution Article VIII sec. 4. The monthly dues are due on the first day of the month and unless paid on or before the last day of the following month, the member will be suspended by the International Union without notice. **To better serve our membership, the Local accepts in-person Cash, Credit and Debit payments.**

Save Time & Money: We urge members to make their payments timely to avoid additional costs! Monthly dues can be deducted from your vacation check and sent directly to the Local Union. Please stop by the Local Union office to get one of the "Vacation Monthly Dues Deduction" forms or you may call the Local Union office at (313)-894-2241 to have one mailed to you. **FYI: Members who sign up for Vacation deduction and pay 6 months at a time will receive a 1-month rebate!**

New Projects: Members are urged to report the start of any/all new projects to the Local Union. Members working for a contractor who may be looking to hire additional laborers are urged to call the Union Hall and help a brother or sister get referred out to work.

Referral List: Every member who is looking for work must call or come to the Local Union Office on Mondays between 1-4 pm to put their name on the Out-of-Work list. You must have an Out-of-Work skills sheet filled out and on file in order to be referred out for work by the Local Union. **FYI: It is the Member's responsibility to regularly notify the Local Union of any changes to his/her skillsets. It could mean the difference of being sent to work or not!**



The steel is up at Lansing's new City Hall

MEMBERS OF IRON WORKERS Local 25 and Operating Engineers Local 324 on Oct. 3 set the final structural steel section for the 65,000 square-foot Lansing City Hall, making way for the rest of the trades to build the remainder of the new home for the city's government. "We fabricated it and erected it," said Casadei Steel Project Manager Dalton Thorner. "Everything went together very well; no issues." Thorner said the project employed 15-20 iron workers at peak. The entire \$40 million project is being managed by Clark Construction Co., which hosted a topping-out celebration that included remarks from someone who will occupy a third-floor office, Lansing Mayor Andy Schor. "What an exciting day," the mayor said prior to the beam-raising. "We've been able to do so much work. Our folks in the Boji Group and Clark Construction, working with our unions, have been able to do so much work in such short time."

Photo credit: Clark Construction

Lansing City Hall project snapshots



SETTING PIPE HANGERS at the new Lansing City Hall project are Daniella Lee (on the lift) and Valerie Holden. The Plumbers and Pipe Fitters Local 333 members are employed by Gunthorpe Plumbing and Heating.



SETTING UP A TRIPOD-BASED Trimble to lay out conduit hangers are Grant Seavolt and Aaron Beers of IBEW Local 665. Employed by Centennial Electric, they're working at the new Lansing City Hall.



SETTING DUCT hangers at the new Lansing City Hall project is Shane Schnepf of Sheet Metal Worker Local 7. He's employed by Dee Cramer.



HANGING Dens-Glass wall sheathing at the new Lansing City Hall project are a pair of Michigan Regional Carpenters Council members. They're employed by Granger.

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Bricklayers and Allied Craftworkers

BAC Local 2 WARREN – UPCOMING MEETINGS.

METRO DETROIT CHAPTER: Tuesday, December 2, 2025 at 5:30pm, 21031 Ryan Road, Warren, MI 48091



FLINT CHAPTER: BRETT GIERAK December Meeting –

CANCELLED

LANSING CHAPTER: Wednesday, December 3, 2025 at 6:00pm, 3321 Remy Drive, Lansing, MI 48906

KALAMAZOO CHAPTER: Thursday, December 11, 2025 at 6:00 PM, 11847 Shaver Road, Schoolcraft, MI 49087

MARQUETTE CHAPTER: Monday, December 15, 2025 at 7:00 PM, 119 S Front Street, Marquette, MI 49855

HOUGHTON MEETING: December Meeting - **CANCELLED** - Due to the U.P. Christmas Party, which is scheduled on the same day, see below

SAVE THE DATE: BAC Local 2's Annual Christmas Party, Saturday, Dec. 6, 2025! Laurel Manor, 39000 Schoolcraft Rd in Livonia. Doors open at 5:00pm. **GOOD STANDING MEMBERS ONLY!**

KALAMAZOO MEMBERS – SAVE THE DATE: BAC Local 2's Annual Kalamazoo Christmas Party, Thursday, Dec. 11, 2025! 11847 Shaver Road, Schoolcraft, MI 49087 at 6:00pm. Food & drink will be provided. **GOOD STANDING MEMBERS ONLY!**

U.P. MEMBERS – SAVE THE DATE: BAC Local 2's Annual U.P. Christmas Party, Thursday, Dec. 18, 2025! Vierling Restaurant Sample Room, 119 S Front St, Marquette, MI 49855 at 6:00pm. **GOOD STANDING MEMBERS ONLY!** Our sincere condolences

go to the family and friends of **Brother John Sarti** (Terrazzo Worker) who passed away on 11/11/2025. Brother Sarti had been a member for over 67 years.

APPRENTICE HOURS PORTAL: Turning in hours monthly on the Engage Portal is a requirement of your apprenticeship in order to keep up with your raises. This is all completed online must be filled out with details of what you have done for the month. If you need assistance getting access to the portal or need help on how to turn in time there are resources available online or please contact Nate Nestor at (313) 467-5382. They can be found at <https://www.michiganbricklayers.org/resources>. For more information on the Training Centers please visit: <https://www.michiganbricklayers.org>

BAC LOCAL 2'S TRAINING CENTERS: Both of Local 2 Training Centers are open to our members. To make your appointment for your annual RESPIRATOR FIT TEST, or for other scheduled appointments at the Warren or Lansing Training Center, please contact Nate Nestor directly at (313) 467-5382. Go to <https://www.michiganbricklayers.org>, to view the Apprenticeship and Training website and register for future 2025 training classes.

UNION DUES: Pay 9 months, get 3 free. To receive the discount, you must be current on dues. **Members will only be able to pay 2 years in advance.**

TEXTING PROGRAM: Local 2 wants to use every means possible to communicate with you. Sometimes we have time sensitive information (such as job openings, picket lines, funeral arrangements and other such communications) that would be most efficiently done via text message. You must be signed up to receive these messages. You can sign up via the following: Text **2MI** to **50607**

You'll receive a confirmation text asking for your member number (IU#)

Respond with your six-digit IU number and you will receive

Local 2 Text Messages going forward!

CRAFTWORKERS NEEDED: We need Skilled Bricklayers, Restoration Workers and Caulkers in Metro Detroit. If you are available for work, or know anyone who is skilled in our crafts, contact your Field Representative on their cell phone. You can also have those who are interested call either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781.

A SPEEDY RECOVERY: A speedy recovery is wished to all those who have been sick or injured. Let's keep them all in our thoughts and prayers.

MEMBERSHIP ASSISTANCE: The IUBAC Member Assistance Program has a number of services available for free or at a discounted rate to BAC members and their families. These confidential services can be seen at <https://bacweb.org/member-service/member-assistance-program-map> and are also available via telephone at 1-833-MAP TALK (1-833-627-8255) Monday – Friday 8 am – 7 pm. These services were established and are intended to help get us through difficult life situations.

FACEBOOK: "Like" Local 2 on Facebook "Bricklayers & Allied Craftworkers Union, Local 2 of Michigan."

PENSION AND HEALTH INSURANCE INFORMATION

BAC of Michigan Health & Welfare Fund – (888) 828-6000 CALL-A-DOC – (800) 835-2362 Cement Pension & Vacation Funds – (248) 645-6550

International Pension/Annuity Fund – (888) 880-8222 or (202) 638-1996 (bacbenefits.org) Metro Detroit Bricklayers Pension – (248) 641-4954

Michigan BAC Pension Fund (Outstate) – (248) 641-4954 Michigan BAC Vacation Fund – (248) 828-6000

"The cruelest lies are often told in silence."

—Robert Louis Stevenson (1850 - 1894)



Local 514 Cement Masons & Plasterers

Operative Plasterers and Cement Masons Local 514

DETROIT – The membership meeting for December is cancelled. There will be an executive board meeting at 9 am Saturday, Dec. 13, 2025. Please join us for the Local's Annual Christmas party on 12/13/2025 at the hall: 1154 E. Lincoln Ave, Madison Heights, MI, 48071 from 11:30 a.m. -3:30 p.m. This is a MEMBERS ONLY Christmas party and you MUST be in GOOD STANDING to attend.

Marcus Martinez is the new Apprenticeship Coordinator; he can be reached at (313)-350-0389 or by email: mmartinez@opcmiami.org

Please contact the local at 248-548-0800 or you can email your updated information to: abest@opcmiami.org Please send your updated information in a timely manner.

MUST Safety Awareness Training: Please check the MUST website at www.Mustb-safe.com to see how many modules you have. You must create a new username and password. We will send ALL MUST drug authorization forms to members email address.

Please activate your Blue Cross Blue Shield account. To activate your Blue Cross member account online go to bcbsm.com/register and select register now.

Beneficiary Reminder: Please remember to designate or update your beneficiary choice especially after a divorce on all your OPCMIA Local 514, American Income Life Accidental Benefit, Pension and Healthcare funds. The law requires that in the event of an untimely death your benefits go to your estate and may be taxable. Each individual benefit needs to have a designated beneficiary.

It is important for all members to keep the Local updated on addresses, email and phone numbers. If you need to change an address or add an email and phone number, please call the Local at (248) 548-0800.

Death Certificates: Please

always notify the Union Hall with a phone call when a member of the Local has passed away and submit a copy of a Death Certificate for deceased active or retired member.

Attention all Apprentices, now you will need to go to the website: www.micementplasterertraining.com to enter your work hours. When you get to the website click the link "About" and then click on "Apprentice"

If you are a Military Veteran, please contact the Local so we can update our records. Please call (248) 548-0800.

The Local's website is: www.opcmiami.org.

Please refer to the website for updated information.

O.P.C.M.I.A. Local 514 has a satellite office in Flint, Michigan. We welcome Member and Contractors in the Flint area to handle their business transactions at: 2630 Grand Traverse, Flint, MI 48503. Appointments may be made by contacting Business Agent Mike Stanfield at (517) 719-2316, or the Business Manager Henry Williams at (313) 215-5063.

Members working for non-signatory commercial contractors are having a negative impact on our market share. The work forecast this year looks better than last. Members working non-union will be brought up on charges and fines will be enforced. Let's work together to secure our future!!

We must stay vigilant in our effort to promote our trade. If you are working in a crew of 5 or more an Apprentice must be on the crew. Help out! Call the Local at (248) 548-0800. Training is the key to our future!

Please make sure your modules and drug test are up to date, there are some plant jobs that do require the MUST modules. You can go online at: www.mustonline.org Call the Local if you need a drug form sent out.

Please make sure that we have all of your current contact information, address and phone

number so we can keep the fund offices updated for your health care and pension and also if you are having your vacation checks mailed out. If you have moved, please contact the Local and we will change your addresses with all of the fund offices.

Important Notice For Plasterers and Detroit Commercial Cement Masons: You are able to find out more about Fund investments, change your investments, obtain your balances, and, during regular business hours, speak to a representative by contacting Principal either via its website, www.Principal.com or by telephone, 800-547-7754.

Access and make changes to your account two easy ways:

Go online: Principal.com
If you are a first-time user, go to Principal.com/Welcome Select Get Started.

Enter your first name, last name, date of birth, mobile phone number (this is the quickest way to verify your identity), and your ID number (this is either your Social Security number or a specific ID provided by your employer) or ZIP code.

Agree to do business electronically and click Continue.

If you don't provide your mobile phone number, you'll need to answer a few personal questions as an alternative way to confirm it's really you.

Create a unique username, set a secure password, and add your email address.

Select and answer three security questions to use if you need to call us.

You now have access to your online account, and you'll get a confirmation email within a few minutes.

The first time you log in, you'll need to choose where we send you verification codes (text message, voice call, or authentication app) and how often you want to use them.

Feel free to call Principal at 1-800-547-7754 and speak with someone between 7 a.m. and 9 p.m. CT Monday-Friday with any questions regarding online access.

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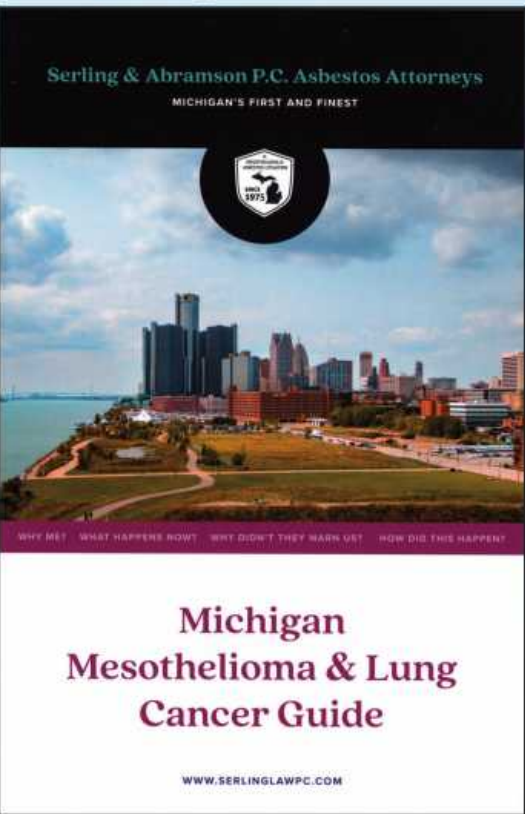
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Outdoors

Consider hunting in state parks



Articles provided by the Michigan DNR

As Michigan’s fall deer season continues, hunters are encouraged to consider state parks and recreation areas when preparing to hit the woods and fields

“Over 90 percent of state park and recreation area land is open to hunting,” said Ray Fahlsing, stewardship manager for the DNR Parks and Recreation Division.

Along with enjoying the beauty of our state’s 103 state parks, hunters who venture into these areas also can play a pivotal role in helping preserve and protect these natural public spaces by hunting deer. These animals, often making meals out of park plants and wildflowers, can be highly damaging to flora and fauna.

“Unfortunately, overabundant deer are a significant threat to the biological diversity of most of our state parks and recreation areas. The only thing more worrisome is direct habitat loss,” Fahlsing said.

“Trillium and many other wildflowers are like ice cream to deer,” he added. “These highly palatable plant species disappear first when deer numbers get too high. Some ‘tasty’ trees have difficulty regenerating even with relatively low numbers of deer. If deer numbers stay high, less appetizing plants become over-browsed. Eventually, even plants not normally eaten by deer are damaged.”

The impact of too many deer in state parks and recreation areas can snowball into additional issues, Fahlsing said. “The impact cascades – pollinator insects decline as the numbers of their host plants are eaten, and birds and animals have fewer seeds and insects to dine on,” he said. “Ecosystems with too many deer have fewer native plants and are less resilient.”

A part of our natural heritage is diminished when this kind of damage occurs, he added. “This should matter to you whether you are a birder, nature-watcher or hunter.”

Where to hunt, how to help. Harvesting antlerless deer



A WHITE-TAILED DOE has her portrait taken on the edge of a forest line. The Michigan DNR has been encouraging hunters to put antlerless deer in their sights to improve biodiversity.

MDNR photos helps reduce their impact on state parks. Hunters can also consider harvesting an additional doe for donation to the Hunters Feeding Michigan program. www.michigan.gov/huntersfeedingmichigan. “Not only will you help feed hungry people, but you will help conserve wildlife, wildflowers and the state’s natural heritage,” Fahlsing said.

Since not all parks and recreation areas are open to hunting, and those that are have specific areas designated for this activity, it’s best to contact parks directly for details before you go.

Ludington State Park in Mason County allows hunting in a designated area, said park manager Jim Gallie.

“We have a fair number of hunters use the park during deer season – there are regular bow and firearm hunters,” he said. “We often see them biking along the lighthouse trail, north to the hunting zone, with their rifles over their backs or while hauling a trailer to assist with getting the deer back to the campgrounds and parking areas.”

Hunting at Ludington State Park does come with some physi-

cal challenges, he said.

“Getting deer out of rolling sand dunes, thick jack pine barrens and around interdunal ponds can be quite a workout,” he said.

“We’ve heard multiple tales of it taking hours to get the bagged deer to a boat on Hamlin Lake or to the lighthouse road before biking and boating it to civilization.”

Break out the sleds, maybe

With state-designated snowmobile trails set to open Dec. 1 – trail grooming occurs when there is enough snow on the ground – now is a good time to prep for the season, starting with purchasing your snowmobile trail permit.

Michigan is home to 6,100-plus miles of DNR-designated snowmobile trails, public roads and public lands (only where riding is authorized).

Did you know that nearly 1,900 private landowners allow use of their land to create the trails network? Their generosity allows the DNR to offer trails that connect communities and bring snowmobilers to places of interest that otherwise wouldn’t be available to them.

“We’re incredibly grateful to these property owners and their partnerships with their local snowmobile clubs,” said Ron Yesney, U.P. trails coordinator for the DNR Parks and Recreation Division. “It’s important for all of us to give thanks to these landowners and to remember to be respectful of the land, wherever we ride.”

Your \$52 snowmobile trail permit is valid for one year, which begins Oct. 1 and ends Sept. 30 of the following year. Buy permits online through eLicense (Google: “Michigan snowmobile e-license”).



CHEAP FIREWOOD is available in Michigan. But you have to go get it in a state forest, by Dec. 31.

Firewood for sale

If you’re feeling a budget pinch this fall, consider “shopping” for firewood from dead or downed trees in a state forest near you.

Fuelwood permits cost \$20 and allow collection of fuelwood for personal use from select state-managed land in the Upper Peninsula and northern Lower Peninsula. Permit holders may collect up to five standard cords of wood, a stack measuring 4 feet by 4 feet by 8 feet.

In the 12-county area affected by the severe ice storm in March, the limit is raised to 10 cords. Collected wood must be from already dead and downed trees within 200 feet of the road.

There are three ways to get fuelwood permits, which are good through Dec. 31:

- Buy a permit online at mdnr-elicence.com.
- Purchase a permit in person at DNR customer service centers in the northern Lower Peninsula or Upper Peninsula. A few forestry field offices also will sell permits in person; call to confirm business hours and availability.
- Mail an application to the DNR office that manages the state forest land where you wish to collect fuelwood.

A few rules are in place to ensure wood is collected safely and sustainably:

- Do not drive vehicles off the road, though you may use a wheelbarrow or handcart to carry wood to your vehicle.
- Gather wood only from already dead and downed trees; do not remove wood from trees that are dead and still standing.
- Have your permit with you and fill out the collection log before transporting your wood. Failure to do so could result in a citation.
- Do not sell or trade firewood. It is for personal use only.
- Avoid spreading invasive pests and diseases; collect firewood near where it will be used.

For more information on fuelwood permits and list of frequently asked questions, visit Michigan.gov/Fuelwood.

You can leave the leaves

If raking and bagging fall leaves is an outdoor chore you dread, listen up! There are some good reasons to scratch this from your to-do list.

Where do little critters go during the winter? Many spend it in/under the leaves. Bees, salamanders, turtles and many other species rely on fallen leaves for different stages of their lives.

Luna moths and swallowtail butterflies cleverly disguise their cocoons as dried leaves. With their shabby, brown color and ragged texture, you’d never know there was a colorful, winged creature waiting inside. Woolly bear caterpillars, creeping beetles and fluttering moths and butterflies all rely on leaves, whether they hide among the foliage or simply eat leaves.

There are benefits to leaving your lawn “as is” (or close to it) during the colder months. As you prep your outdoor spaces for winter, try not to be too orderly – leaving a bit of natural chaos is just how many species like it.

ALL BUILDING TRADESMEN

Notice of Asbestos Health Hazards in Michigan

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◆ Lung Cancer

◆ Asbestosis

◆ Pulmonary Fibrosis

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◆ Colon Cancer

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Exposure to asbestos can cause deadly diseases such as MESOTHELIOMA, LUNG CANCER, ABESTOSIS, PULMONARY FIBROSIS, THROAT CANCER, and COLON CANCER.

Many building tradesmen worked with or near asbestos. Some are not aware they were even exposed. Family members may be at risk of bystander exposure.

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GPW obtained a \$1.8 million verdict in a Lung Cancer claim, the largest Asbestos Verdict in the history of Michigan Asbestos Litigation.

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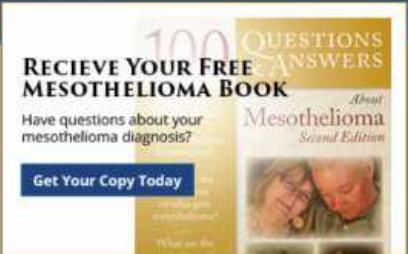
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